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ABSTRACT

The Cooperative College Registry was the pioneer venture of a group of committed Protestant denominations in behalf of their related colleges and universities. It spoke to an urgent need created by an imbalanced academic labor market--a severe teacher shortage. It dealt on a nationwide basis with potential teachers, thus increasing visibility of the church-related colleges it served while enhancing employment opportunities for registrants. Eventually its service expanded to encompass all academic institutions of higher learning. With the downward trend of the economy and the complete reversal of the academic labor market in the early 1970's, CCR's need was less evident. It closed its doors in 1975. (Author)

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The Cooperative College Registry 1963 - 1975

The Cooperative College Registry is a nonprofit educational organization founded in 1963 and incorporated in 1970. Seeking to find a way to assist related colleges and universities in locating qualified faculty and administrators in the face of the teacher shortages of the early 1960's, a group of Protestant denominations, through their Offices of Higher Education, pioneered the undertaking which was named the Cooperative College Registry. Obviously the right thing for the right moment in history, CCR grew to encompass an annual file of over 10,000 applicants for college positions and a membership of over 300 private liberal arts colleges and universities.

Thus did the Cooperative College Registry (CCR) describe itself in its Handbook first published in 1969. (Appendix I, p. , A Handbook for the Use of Colleges and Universities, p.5) Conditions changed radically during the twelve year life of CCR, 1963-1975. The pendulum swung full course; teacher shortage to teacher oversupply.

CCR was a learning process dealing with the academic market in a critical period of intense change in higher education. Beginning as the servant, so to speak, of a select group of church-related liberal arts colleges and universities, CCR expanded to encompass service to the full spectrum of higher education's institutions. This growth attested to the feasibility of a matching service for positions and position-seekers in the academic marketplace.

Genesis:

To put the genesis of CCR into context one must review the situation which pertained in higher education in the late 1950s and early 1960s. It was a time of rapid educational change characterized by affluence and unprecedented growth. The birth rate in the United States increased a start-

ling 53.4% in the 1940s. This post World War II baby boom heavily affected college and university enrollments as did the G.I. Bill of Rights which provided generous educational benefits to returning veterans. Also, the passage of the National Defense Education Act (NDEA) offered educational opportunities to an increased number of young men and women. Private gifts, grants, subsidies, endowments brought a rich flow of money. More new monies were available from government and foundations for expanded faculties, scholarships, new buildings and facilities, and for wide research and experimentation in almost all fields. This increased private and public spending was evidence of high public confidence in, and esteem for, higher education. It was generally assumed the expansive days would continue indefinitely. The academic community prepared to meet head-on the demands of an ever-increasing enrollment situation as forecast.

The inescapable by-product of this expansion in higher education was a serious teacher shortage. Graduate school production of Ph.D.s fell far short of the escalating demand throughout the country. Increased emphasis on research and development programs and ready availability of funding attracted Ph.D.s, as did generous offers from business and government, thus further diminishing doctoral feedback into the teaching field.

Large demand and inadequate supply in the academic marketplace affect disproportionately the small liberal arts colleges. Often geographically isolated or with salary scales below the norm, they are seriously handicapped in competition for the few available teachers.

In the early 1960s Hubert C. Noble, Executive Director, Department of Higher Education of the National Council of Churches, sensing the seriousness of the problem for church-related colleges, quickly learned through lively response to letters of inquiry that a problem did indeed exist. Church colleges and several higher education divisions of the church bodies to which the colleges were related urgently recommended appropriate action.

The United Presbyterian Church, USA, through its Board of Christian Education in Philadelphia took leadership and moved ahead rapidly, calling interested denominations together. In September 1963 five Protestant denominations joined the United Presbyterians in organizational plans for a faculty-search service in behalf of their related colleges.[1] The Council of Protestant Colleges and Universities, in which most of the denominational colleges held membership, agreed to sponsor the new organization, thus giving it a degree of initial credibility.

Before the organization was off the ground four more denominations had joined to give CCR a sponsorship of ten church bodies.[2] Protestant Church-related institutions of higher learning had a new advocate as they faced the teacher shortages of the 1960s.

A Board of Directors comprised of higher education executives of the participating church bodies was formed. It was an unusual group, highly motivated and committed to a service of significance to their related colleges and to job-seeking candidates.

The new organization was housed in the Witherspoon Building in Philadelphia with the United Presbyterian Church, USA, which acted as its fiscal agent. It remained in Philadelphia until 1969 when, with the completion of the National Center for Higher Education in Washington, CCR moved to the new building at One Dupont Circle, joining other higher education associations. At this time CCR incorporated as a non-profit educational organization as described in section 501(c)(3) of the Internal Revenue Code of 1954, and was granted Federal and District of Columbia tax exempt status.

Goals:

Goals of this pioneering venture were built around the following considerations: (1) It would be a referral service, not a placement service.

In no way would it compete with commercial teacher employment agencies. It would recruit a pool of candidates, match their qualifications to those called for in positions listed by member colleges. Employers would be in direct touch with candidates who would not know in advance to whom they had been referred. (2) The pool of candidates would be nation-wide in scope. This would necessitate the recruitment of potential registrants in all major universities offering doctoral programs in the liberal arts and sciences, approximately 120 in the early 1960s. (3) It was assumed that nation-wide participation in the academic market would increase visibility for small, geographically isolated colleges which, in some cases, found it necessary to relie on regional recruitment only. (4) Service would be provided without cost to the colleges or to job-seeking registrants on the assumption that each participating church body would underwrite its share of the cost of the new organization. The budget was to be underwritten equitably by the denominations according to the number of full-time teaching faculty in their related colleges. (5) It was implicitly agreed that a strong effort would be made to find scholars whose commitment to the high art of teaching preceded their research interests. Graduates of small liberal arts colleges were assumed to have a higher potential for a successful teaching career on a college campus than were those whose undergraduate education had been in large universities exclusively.

Procedural Operation - Recruitment:

The operational basis for CCR was a simple one: qualified candidates were matched to the requirements of positions listed by member colleges. Photo copies of the registration form were mailed to the dean or department chairman who contacted directly the candidates in whom he was interested. Since positions were readily available from member colleges, building a nation-wide pool of qualified candidates was the main task. A schedule

was planned to do on-campus recruitment each year in 120 graduate schools and in the annual meetings of 20 professional associations. Board members themselves, augmented by two persons from CCR staff, accomplished the full recruitment schedule annually, each denomination assuming the cost of its own recruitment assignments. It was a hard-working Board.

All campuses were visited annually. Working through the university placement offices, interviews were scheduled in advance with graduate students interested in college teaching. Ph.D.s were earnestly sought. Appointments were made with graduate deans and department chairmen each year. Through their cooperation meetings were often held in order to reach more potential registrants. In each recruitment visit it was important to remind graduate school faculty of their obligation to provide undergraduate liberal arts education with a fair share of the new Ph.D. output. University departments faced the temptation to retain their new Ph.D.s for increased needs in their own departments. In a market of short supply there is a tendency to forget that a fair share of graduate students come from small liberal arts colleges and will continue to come in proportion to the motivating quality and inspiration of the teaching to which students are exposed in their undergraduate years.

Annual meetings of twenty disciplinary societies were attended each year in order to enlist the cooperation of experienced professors and department chairmen, particularly in disciplines of short supply. Often these meetings were resourceful, also, in locating experienced professors interested in relocation. In an imbalanced academic market all resources must be explored in an effort to capture the interest of every well qualified, available candidate.

The Board Members' personal experience with the grueling recruitment schedule enriched Board discussions and profoundly influenced policy decisions which the ever-changing situation in higher education required of a developing organization.

Further recruitment was undertaken through an extensive advertising program in selected campus newspapers and professional journals. Weekly ads were run in the Chronicle of Higher Education. (For samples of advertising and promotional materials see Appendix II, p.) It was generally acknowledged that the best recruitment source was the satisfied candidate of previous years.

To implement CCR's desire to provide member colleges with additional resources for locating qualified faculty, a document Resources for Faculty Recruitment was first issued in 1968. It recorded graduate school productivity by disciplines in terms of quantity and quality, using the U.S. Office of Education statistics Earned Degrees Conferred and Allan Cartter's An Assessment of Quality in Graduate Education (Washington, D.C.: American Council on Education, 1966). Although the planned purpose of this document was to provide salient information in ready form to faculty of CCR member colleges, it proved to be of inestimable value in providing the on-campus recruiter with information on doctoral production and "rating" of the graduate school departments he would visit. (Appendix III, p.)

Procedural Operation - Registrants:

Confidentiality of candidates was protected by a policy of referral only to positions conforming to their qualifications. No lists of candidates nor positions were made public. Candidates were not notified of the positions to which they had been referred. Employers contacted those candidates in whom they were interested and were under no obligation to rejected candidates. In contrast to advertising for candidates, which assumed the employer's obligation to communicate with all applicants, this procedure of CCR represented an economy of time for the employer. Further, it guaranteed an initial screening out of applicants whose qualifications did not match those required for the position.

The nation-wide coverage of potential candidates allowed deans and department chairmen to overcome regional dependency in obtaining prospective teachers. It was easier and more effective to request and receive at once from CCR a nation-wide selection of qualified candidates than to contact graduate schools in the region.

Candidates were required to reregister each year they wished to be active job-seekers; thus employers were assured of the availability of all candidates referred to them through CCR. Since new candidates registered daily throughout the academic year, repeated searches of the files were available to employers.

An estimated 90% of all referrals of candidates by the CCR office to employers were made by mail within 24 hours of receiving the request by mail or telephone in the CCR office. Employers were encouraged to use CCR vacancy forms to list open positions. The celerity of the referral service stood in sharp contrast to that of many other referral agencies and sources.

Candidate files were always available in the CCR office to deans, department chairmen and other authorized personnel of member institutions. As a further service to employers the files were available at the annual meetings of the Association of American Colleges in January and the American Association for Higher Education in March, where a CCR room was set up in the conference headquarters. Well over 150 deans and presidents perused the files in search of potential candidates at a typical annual meeting of the Association of American Colleges.

Growth - of Institutional Membership:

The original concept of CCR was one of church-related colleges, through their denominational relationship, joining in a cooperative recruitment effort. This limiting concept was altered through pressure from other liberal arts colleges which sought membership in CCR: independent liberal

arts colleges; Roman Catholic colleges; and Protestant colleges not related to the founding denominations.

In conjunction with its incorporation and its move to the National Center for Higher Education in Washington (1969) CCR opened its membership to all institutions of higher learning, public and private, in an effort to widen job opportunities for the increasing number of candidates seeking positions. Fees were modest to encourage membership and a wide listing of open positions. This move brought surprising international results. Eleven institutions in nine nations listed positions available that Spring, while one (American University in Beirut) responded with a two year membership. Eighty-five candidates went to Hamburg, Germany on a one-year teaching assignment and several French-speaking candidates went to the Free University of the Congo to teach.

At this time, also, the Board of Directors was substantially enlarged to include wider representation from member colleges and universities, professional associations and the academic community at large. In 1970 a group of fourteen prominent representatives of higher education were asked to serve as consultants to lend their experience and advice on matters of urgent concern to CCR such as specific issues related to the underutilization of men and women of high quality in academe's heavily imbalanced labor market. (Appendix IV, p.)

Growth - of Candidate Registration:

Candidate registration grew at a spectacular rate from the first year forward. Dr. David Brown in the Mobile Professors recorded: "The success of the Cooperative College Registry is attested to by the fact that in its second full year of operation (1964-65) approximately 5,000 registrations were processed . . . ".[3] As CCR became better known in the academic community its growth was not surprising; the service was free to

candidates and offered them broad visibility to a large number of employers. The highest registration recorded in CCR's twelve year history was slightly over 11,000 in the academic year 1969 -'70, the year which saw the first strong evidence of the market's oversupply of teachers and newly degreed Ph.D.s.

Ancillary Services and Alliances:

From its early days CCR made a concerted effort to provide ancillary services to its member institutions and its job-seeking registrants; it sought, also, to form beneficial alliances with other resources within the academic community.

In addition to its active file of job-seeking candidates CCR developed a Permanent Resource File, a highly confidential roster of senior level careerists in higher education who were not active job-seekers. Registrants were simply declaring themselves to be careerists in higher education who had attained senior rank through years of successful experience. The Permanent Resource File served employers as a source: (1) for confidential leads for senior positions; (2) when specialists were needed for short-term or on-going projects of a research or consultative nature. More than 500 well qualified teachers and administrators were registered in the Permanent Resource File. It served presidents, deans and department chairmen in their senior level needs. It served presidential search committees, as well.

In 1965 and '66 when the teacher shortage was still a predominant issue of the day, CCR worked to gain additional potential teachers for its member colleges by recruiting in Europe. Although the prime purpose was to interview American graduate students in research and study abroad, correspondence with appropriate contacts in European universities usually produced a few eager European graduate students who were interested in teaching in the United States. After two years of this recruitment it was found that access to lists of fellows and awardees such as the Fulbright

Jr. Scholars, the Marshall Aid Scholarship Students, the British-American J.F. Kennedy Memorial Scholarships, Middlebury College Graduate Program, National Science Foundation Grantees and the Institute of International Education among others, produced through correspondence, results equivalent to those attained by the costly personal recruitment in Europe. On several occasions faculty of member colleges, while traveling in Europe, interviewed candidates for CCR.

Black colleges related to sponsoring denominations of CCR ipso facto were members of CCR. In 1968 CCR undertook a three year project with the United Board for College Development in Atlanta, Georgia,[4] which made it possible to extend CCR membership to all private Black colleges and universities in the country (67 at that time). Through special attention given to the recruitment of Black candidates, a file of near 200 well qualified Master's level, and a few Ph.D. candidates was developed and widely used. In conjunction with this project a duplicate file of all CCR registrants was made available (and kept current) to CCR member colleges, in Atlanta in the offices of the United Board for College Development.

As the demands of equal opportunity employment became a strong issue on campuses CCR gave special attention to the recruitment of other minority group members and women, in addition to the emphasis on Black candidates. In spite of increased efforts in recruitment, the registrant file, at that time, generally carried little over 18% women and less than 5% American Indians, Black candidates, Chicanos, Asians and "other" combined. In the early '70s a card file of approximately 2,000 women Ph.D.s in higher education was developed, with basic academic and employment information.

As a further service to member colleges and registrants a handbook was issued annually incorporating information concerning the disciplinary associations; the employment services, if any, provided throughout the year and during the annual meeting, and the dates and locations of their annual meetings. (Appendix I, p.)

Communication with users of CCR service was given due importance. Deans, department chairmen and other employing officials in member colleges received memoranda several times during the year from the CCR office. They were invited to advise, criticize and suggest concerning the service. It was a useful exchange. For example, in March 1970 the issue was presented to member colleges of raising the minimum requirement for candidate registration from Master's degree to "All But Dissertation" level. In a final vote (through memoranda exchange) member colleges made it clear that Master's level candidates were often needed and the present policy should be retained. It was retained. (See Appendix V, p. for sample correspondence with member colleges)

Modest supply and demand data from the current files, charted by disciplines, were prepared each year during the most active job-placement period, usually in January or February. This received wide distribution. (Appendix VI, p.)

In regard to communication with registrants, all candidate letters which called for an answer received one, even though this often was a task of indescribable proportions. Once a year, usually in March, a letter was sent to each candidate, enclosing the supply and demand chart, informing him of the number of referrals he had had to date, and offering, when possible, advice on further avenues of job exploration. (See Appendix VII, p. for sample correspondence with candidates)

Born of a need to help colleges find teachers, CCR was employer-oriented until the early '70s when the academic market reversal somewhat diffused emphasis on the employer and his job requirements in favor of a needed emphasis on the registrant and his urgent employment problems. As early as the summer of 1970, for example, when 3,000 CCR registrants were still without a September job, CCR opened its files for the summer months to all institutions of higher education, whether members of CCR or not, in a last-ditch effort to help candidates locate positions.

In the Fall of 1969, when CCR opened its membership to all institutions of higher education, the Association of American Colleges, which at that time had a membership of well over 800 private colleges, issued an endorsement of CCR. A strong working relation with AAC existed from the early days of CCR, centered around the establishment of CCR candidate files at annual AAC meetings, which was mutually supportive. (Appendix VIII, p.)

After CCR's move to Washington easy accessibility to other higher education organizations proved beneficial. With two or three exceptions the larger disciplinary societies were headquartered in Washington or New York. The employment services which these associations offered to their members were as varied as the interests of the organizations themselves, yet they held a raison d'être in common with CCR: to provide their memberships with job placement opportunities, each organization according to its own policies.

In the Spring of 1970 this group, by virtue of shared interest in each other's procedures and policies, established and pursued a plan to coordinate their effort with those of CCR in order to find new avenues of service to their members as the academic market tightened. It was an alliance of benefit to all participants and thus to the academic community at large.

A surplus of candidates in the field of religion existed in the early '60s when candidates in other disciplines were in short supply. This surplus increased as the academic job market tightened. In the 1970-'71 academic year CCR reported thirteen positions available in religion and 279 registered candidates either holding the doctoral degree or at the level of "all completed but dissertation". This was a ratio of 21.5 candidates for each position listed.

In response to this situation, in the Fall of 1971 CCR entered into an alliance with the American Academy of Religion by which its Referral Service was merged with CCR in the hope that broader exposure, particularly to

interdisciplinary positions, might enhance opportunities for candidates in religion.

An alliance was effected with the National Association of College and University Business Officers in 1972 for the purpose of serving higher education's business needs more efficiently by coordinating NACUBO's Referral Service with CCR to avoid duplication of services and enlarge opportunities for job-seekers in all the non-academic business areas.

Relationships were developed with other organizations and agencies, governmental and nongovernmental, such as the Fulbright Commission, Exchange of Teachers program of the U.S. Office of Education, Department of State Professional Placement Service, Peace Corps, Scientific Manpower Commission, National Science Foundation, U.S. Information Agency Out Placement Service, Ministry of Education in Hamburg, Germany, American University in Beirut, Beirut College for Women, Woodrow Wilson and Danforth Fellowship programs among others.

Issues Emanating from the Changed Academic Market:

After the great transformation in higher education of the early and mid '60s it became apparent that the good, expansive days were slipping into history. Student unrest and turmoil had changed campuses starting with civil rights, picking up momentum with Vietnam war protests, and then Berkeley with reverberations which moved out across the entire country leaving almost no campus untouched. Campus life was changed. Campus administrations were changed. By 1969 a genuine revolution in higher education had taken place which had important consequences for all educational institutions. There seemed to be no point at which the market was in equilibrium. Unceremoniously the pendulum had swung full course. The teacher shortage had changed, apparently overnight, to a depressing teacher oversupply. The chart showing demand and supply by disciplines which CCR sent to member colleges in early 1970 indicated the seriousness of the academic market imbalance. Higher Education and National Affairs, a weekly news

publication of the American Council on Education published the chart as a significant news item. Newsweek magazine in its March 16 issue named the problem "The Ph.D. Glut". (Appendix IX, p.)

Many state college systems had been upgraded to university status with doctoral programs instituted in a variety of disciplines. Almost all graduate schools had established new doctoral programs and had sought to increase Ph.D. production. For several years a bumper crop of Ph.D.s was turned out annually at a time when the economic recession and reduced enrollments were already necessitating faculty reductions on many campuses. Declining business and industry required fewer Ph.D.s who then turned for employment to an already burgeoning academic marketplace. Neither President Johnson's "Great Society", which had so stoutly supported higher education, nor the academic community itself had foreseen and reckoned with a receding economy, inflation, diminished enrollments, institutional budget deficits and all their accompanying adversities.

Colleges and universities struggled to live with shrinking funds and rising costs, enrollment decline and serious revenue losses. Church budgets suffered, as well. CCR's policy of free service to its church-related colleges and to all registered candidates had to be sacrificed. Modest fees were instituted in 1971.

In tandem with these changes came another event in higher education. Although the Civil Rights Acts of 1964 and 1965 laid clear the issue, it was a few years later before it struck campuses forcibly, bringing demands for equal educational opportunities for minority group candidates and women. Programs outlining responsible affirmative action to comply with civil rights legislation and to qualify for government grants were required by the Federal Government. This new emphasis redefined CCR's role. Now it needed to find jobs for candidates in an over-supplied academic market, and help member institutions comply with their affirmative action programs. CCR's institutional membership reached a new high. The number of listed

vacant positions reached a new high. Candidates, nevertheless, soon learned that there was little correlation between the number of vacancies listed and the number of bona fide positions to be filled. The reaction of candidates was that it was futile to register with CCR. Open listings of all positions was one of the stipulations in the affirmative action programs of most colleges and universities. The "Bulletin Board: Positions Available" section of the Chronicle of Higher Education more than quintupled in the course of a few months.

During this time, also, in response to the academic market situation, the disciplinary associations significantly enhanced their placement services, as did the university graduate school placement offices.

Budget restraints brought on by a faltering inflationary economy, too many teachers for too few jobs, and less confidence in the academic job market brought on by the requirements of equal employment, combined to indicate that CCR's role in higher education had been completed. It terminated its service with the close of the 1974-'75 academic year.

Learning Deduced from CCR Experience:

For twelve years CCR, serving church-related and other private liberal arts colleges for the first six years, then public as well as private institutions for six more years, provided higher education with a continuity of service on a nationwide basis for the major academic disciplines and for administration. What has CCR's twelve year experience said to higher education? Has any learning been deduced? At the risk of presumption it can be said that CCR's experience has a message for the academic community in two areas of concern; one objective, one subjective.

(1) A matching and referral service in the academic market for employers and job-seekers is feasible and desirable. It can offer employers a nationwide survey of the academic market condition while providing at the same time a nationwide source of potential candidates. For the job-seeking candidate, on the other hand, a matching and referral service of

this scope widely enhances his opportunities to be visible wherever positions call for his qualifications. Conceivably it can rebut reliance on the limiting "buddy system" by which chairmen fill their departmental needs through their own graduate schools or professional friends. A service like CCR can be a good thing for academia in combating inbreeding and regionalism through the creation of a wide-range medium in which the most satisfactory match of job and job-seeker can be experienced. Such a service can be efficient, economical and fair to all participants.[5]

It is imperative that the matching service have sufficient flexibility, financial and administrative, to adjust to changing educational needs. Its success will be measured by the degree to which it can handle the financial adversities of eruptive and vacillating supply and demand situations. The service should be well girded financially.

It is advisable to note that the development of a strong working relationship with university graduate school placement offices, graduate school deans and department chairmen, and the referral services of the disciplinary societies is extremely advantageous and probably necessary to the success of the matching service.

(2) On the subjective level CCR's message to the academic community is less readily defined, but nonetheless, is of sufficient significance to be noted. In the computerized, technological, impersonal world of today, academia, like other institutions serving the public interest, too often has accepted and justified the situation in which it found itself. It has lost sight of its birthright, the fundamental purposes surrounding its very existence; the human dimension has given way to the advances of technology. Again at the risk of presumption it can be suggested that the greatest lesson to be learned from the CCR experience is the high probability that its success was not so much the result of its appearance at exactly the right moment of need, as it was the aura of personal concern, the caring about people, which was evident in its work. Its staff on the

whole were men and women who cared about human relationships and the quality of life. They brought daily to their jobs a dimension of personal concern for those whose lives they would touch; a registrant, even if it were only through his written record; or an employer through a brief phone call. They put a high value on their personal responsibility in the matching of jobs and candidates. It was they who gave credence to CCR's image as a personal service in academia to people in need: job-seekers in need of jobs; employers in need of job-seekers.

Summary:

To summarize: CCR was the pioneering venture of a group of committed Protestant denominations in behalf of their related colleges and universities. It spoke to an urgent need created by an imbalanced academic labor market; a severe teacher shortage. It dealt on a nationwide basis with potential teachers, thus increasing visibility of the church-related colleges it served, while enhancing employment opportunities for registrants. Eventually its service expanded to encompass all academic institutions of higher learning. With the downward trend of the economy and the complete reversal of the academic labor market in the early '70s, CCR's need was less evident. Its financial support diminished. Having accomplished its original purpose, it closed its doors in 1975. Its legacy: a matching service for jobs and job-seekers in academia is feasible and will work if well supported financially. Like all services to people, CCR's success was related to the value it placed on human relationships, the personalized service it rendered.

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Footnotes

[1] American Baptist Convention, Disciples of Christ, Lutheran Church in America, Presbyterian Church in the United States, United Church of Christ.

[2] American Lutheran Church, Church of the Brethren, Evangelical United Brethren (merged in 1968 with the Methodist Church to form the United Methodist Church), Southern Baptist Convention.

[3] David G. Brown, The Mobile Professors (Washington, D.C.: American Council on Education, 1967), p. 143.

[4] An organization originally funded by the Ford Foundation and the National Council of Churches for the purpose of enhancing development and inter-institutional cooperation among black colleges and universities.

[5] In 1965 George E. Arnstein designed a computer-based matching service for college teachers. A lack of funding prevented its implementation. Design for an Academic Matching Service, (Washington, D.C.: National Education Association, 1967).

A Handbook for the Use of Colleges and Universities

Includes information on
the Cooperative College Registry

the placement services and convention dates
of 37 professional associations

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Table of Contents

Board of Directors 3
Foreword 4
Historical Background 5
Membership in CCR 5
Function 6
Active File of Candidates 6
Permanent Resource File 6
Open Listing 7
Foreign Opportunities 7
Procedures 7
Additional Services 8
Professional Association Information:
- Anthropology 9
- Area Studies 9
- Art 10
- Biology 10
- Chemistry 11
- Economics 12
- Educational Research 12
- Engineering 13
- English 13
- Foreign Languages 13
- Geography 15
- Geology 15
- History 15
- Home Economics 16
- Library Science 16
- Linguistics 17
- Mathematics 17
- Music 17
- Philosophy 18
- Physical Education 18
- Physics 18
- Political Science 19
- Psychology 19
- Religion 20
- Social Work 20
- Sociology 21
- Speech 21
- Theatre 21
- Administration 22

Vacancy Form 24

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Dr. Tena Cummings

Foreword

The exchange of information has always been a vital function benefiting persons and institutions. Certainly professional societies would not be needed otherwise and CCR surely would not have come into existence. The particular need to exchange information about qualified educators with the institutions where they can serve in higher education has been seen as one of the important responsibilities of the disciplines' professional societies. In the turmoil of present day higher education some of the professional societies which had not offered member services in the placement area are now doing so, while others are expanding their activities. Since the services are costly and today's budgets are not expansive, the importance of the societies representing their members is thus underscored. Similarly, CCR represents the colleges and universities seeking educators for all academic disciplines and administrative positions, coordinating its efforts with the professional societies. The latter have individual service available either throughout the year and/or at the annual meeting. CCR's services are available throughout the year and at the national meetings of the Association of American Colleges, American Council on Education and the Association of Higher Education. With the combined efforts of all the services described in the following pages, some of the users will find positions — some will not. The exchange of information and the service must continue, nevertheless, because the need is greater than ever in the light of Affirmative Action, open recruitment, reduced expansion, etc. Higher education must not lose the benefit of those academicians already qualified and experienced . . . higher education must continue to encourage and support young people to fill the needs of tomorrow.

T.C.
September, 1974
Washington, D.C.

Historical Background

The Cooperative College Registry is a nonprofit educational organization founded in 1963 and incorporated in 1970. Seeking to find a way to assist related colleges and universities in locating qualified faculty and administrators in the face of the teacher shortages of the eary 1960's, a group of Protestant denominations, through their Offices of Higher Education, pioneered the undertaking which was named the Cooperative College Registry. Obviously the right thing for the right moment in history, CCR grew to encompass an annual file of over 10,000 applicants for college positions and a membership of over 300 private liberal arts colleges and universities.

Membership in CCR

Today's academic needs are totally different: they are for jobs for the over-supply of qualified personnel on the one hand and the requirements of Affirmative Action staffing on the other hand. Now CCR membership is open to all institutions of higher education, underscoring CCR's delivery of a necessary and timely service for the academic community. Institutional membership is encouraged through a very low service fee of $150 or $250 base fee for multi-campus institutions, with modest increments beyond two campuses for the year (September 1 through August 31), which includes:

- the referral of candidates for all faculty and staff needs;
- repeated searches until the position is filled (new applicants register daily throughout the year);
- confidential referrals for senior administrative positions;
- a roster of senior educators for short-term or on-going assignments of a consultative nature;
- files available to authorized personnel at all times in the Washington office;
- files available to authorized personnel during at least two national meetings, the Association of American Colleges meeting in January and the American Association for Higher Education meeting in March;
- annual handbook of information on further recruitment sources.

A college or university does not have to be a member to receive CCR service. Position openings may be listed by non-member institutions for a service fee of $25 per vacancy. By comparison the $150 fee covers an unlimited number of listings throughout the year.

Function

The Cooperative College Registry functions as a referral agent bringing employer and job seeker together. It makes no claim to know the candidates whom it refers, nor to vouch for the authenticity of the information on the registration form. Its task is to locate candidates who, according to their own statements, have academic and experimental qualifications to be considered for teaching or administrative positions in higher education. CCR does not provide credentialing service. Applicants are expected to have a confidential dossier available through their graduate schools or professional associations.

Active File of Candidates

All candidates in the CCR active file have applied during the current academic year. Except in the case of the Permanent Resource File (see below) there is no carry-over of candidates from year to year. Thus there is assurance that each applicant referred is an active job seeker this year.

CCR recruits in graduate schools through correspondence with departments, and through continuous contact with graduate school placement offices. Experienced personnel are sought through these sources as well as through professional journals. Further, CCR has access to annual listings of Fellows and Awardees and to American graduate students in research and study abroad. Special recuirtment efforts are being made to assist in Affirmative Action Compliance staffing. *But the best recruitment source is the satisfied candidates of previous years.*

Recruitment ranges from senior level candidates for top teaching and administrative appointments to bright young scholars seeking beginning level appointments. A Master's degree in one's teaching field is the minimum requirement for registration. Experience in lieu of advanced degrees is sometimes acceptable for non-academic administrative positions. Candidates are referred only to positions which match their qualifications. In the 1974 registration year approximately 3,000 candidates registered and 71% of these candidates held the doctoral degree or expected to have it in hand before September 1974. Candidates pay a fee of $15 to help defray the cost of referrals to appropriate positions.

Permanent Resource File

CCR also maintains a highly confidential roster of senior level careerists in higher education. The purpose of this Permanent Resource File is to serve as a source: (1) for confidential leads for senior positions; (2) when specialists are needed for short-term or on-going projects of a research or consultative nature.

There is no implication of active job seeking on the part of those who register in the Permanent Resource File, and thus no fee is required. The registrants are simply declaring themselves to be careerists in higher education who have attained senior rank through years of successful experience. A developed teaching and/or administrative career is called for in this file. Qualified persons are invited to join this resource register.

Open Listing

Information concerning vacancies listed with CCR is not published nor revealed to candidates. Because employment opportunities in higher education continue to decrease and because of the pressure of federal affirmative action regulations, however, we urge deans and department chairmen to adopt a policy of *open listing of vacancies* not only with CCR but through other appropriate channels such as professional associations and graduate school placement offices. Faced with present circumstances, use of the personal network system obstructs equal opportunity employment.

More and more concerned educators regard open listing to be the professional responsibility of all institutions of higher education — e.g., the Association of American University Professors, Modern Language Association, American Historical Association, et al. This action will afford wider visibility for job-seekers and help them to assess their value in the current job market. It will inform educators about the reality of circumstances facing both experienced and newly degreed job-seekers.

Foreign Opportunities

CCR service is international in scope, extending to institutions of higher education located anywhere in the world. Candidates interested in teaching abroad should consider language requirements as a prerequisite. Conversely, non-Americans who register with CCR are advised that availability for on-campus interviews usually is required.

Procedures

Procedures are simple. List your vacancy on the form provided (see page 24), by letter, or by telephone, whichever you prefer. Candidates and vacancies are matched. A more satisfactory match can be obtained if requirements for the position are well defined. Copies of the registration form of appropriate candidates are mailed to you, usually within 24 hours of receipt of your request. Since the mail service is often slow, please be in touch with us if within a reasonable time you have not received candidates you requested. We have a record of what was sent to you and can readily send them again.

Please make contact with the candidate first to ascertain his interest in your position before calling for his full credentials. Graduate schools have different rules about sending credentials, so it is best to arrange for this with the candidate.

We discourage stockpiling. When you contact candidates received from us sometime previously, you stand far less chance of dealing with available candidates. All candidate names are removed from the file as soon as notification of placement is received.

Additional Services

The active file is available each year in January and March at the annual conventions of the Association of American Colleges and the American Association of Higher Education where a CCR room is established in the convention headquarters. Deans and presidents of member institutions are welcome to use the files which are available every day and evening throughout the convention.

Members are cordially invited to visit the office any time they are in Washington and to search the files personally. The office is open from 8:30 am to 5:00 pm, five days a week.

Modest supply and demand data are obtained from the current files during the year and sent to member institutions.

ANTHROPOLOGY

AMERICAN ANTHROPOLOGICAL ASSOCIATION
1703 New Hampshire Avenue, N.W.
Washington, D.C. 20009 (202) 232-8800

Positions open and wanted are listed in the Placement Service columns of the *Newsletter* (published monthly except July and August). Based on each appearance, the rates for a Position Wanted listing are $20.00 for members and $50.00 for non-members; for each Position Open listing the charge is $50.00 (100 word limit).

Annual Meetings:
Nov. 20-24, 1974, Fiesta Palace and Maria Isabel, Mexico City
Dec. 3-7, 1975, Fairmont, San Francisco
Nov. 17-21, 1976, Washington Hilton, Washington, D.C.

Placement Service is provided at the annual meetings; advance registration is required.

AREA STUDIES — ASIAN

ASSOCIATION FOR ASIAN STUDIES, INC.
Placement Service
1 Lane Hall, University of Michigan
Ann Arbor, Michigan 48104 (313) 665-2490

The AAS *Newsletter* publishes in each issue a list of candidates available for positions in Asian studies and a list of vacancies reported in the field of Asian studies. AAS members may list their availability for $2.50 a listing. There is no charge for institutional listings. The *Newsletter* is published five times during the academic year.

Annual Meetings:
Mar. 24-26, 1975, San Francisco Hilton, San Francisco
Mar. 19-21, 1976, Royal York, Toronto
Mar. 25-27, 1977, Waldorf-Astoria, New York City

Placement Service is provided at the annual meetings. No charge.

AREA STUDIES — SLAVIC

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SLAVIC STUDIES
Placement Officer, 190 West 19th Avenue
Ohio State University
Columbus, Ohio 43210 (614) 422-1105

The Professional Placement Register of AAASS is a free service for Association members only. Listings of openings in all disciplines

dealing with Slavic and Eastern Europe are published six times a year in the *Newsletter,* sent to all members. Educational and research institutions, government agencies, and private employers may list without charge vacancies for full and part-time positions.

Annual Meetings:
Sept. 4-6, 1974, Banff, Canada
Oct. 8-11, 1975, Sheraton-Biltmore, Atlanta

Placement Service provided at meetings.

ART, ARCHITECTURE, ARCHAEOLOGY

COLLEGE ART ASSOCIATION OF AMERICA
Ms. Rose R. Weil, Executive Secretary
16 East 52nd Street
New York, New York 10022 (212) 755-3532

Four listings of positions available are mailed annually. Brief resumes of available candidates are kept on file at the CAA office, where they may be consulted in person or by mail. No fee is charged but placement bureau services are available to CAA members only.

Annual Meetings:
Jan. 22-25, 1975, Washington Hilton, Washington, D.C.
Jan 21-24, 1976, Conrad Hilton, Chicago
Feb. 2-5, 1977, Biltmore, Los Angeles

There is a placement bureau at the annual meetings. Institutions are requested to submit vacancies to the New York office at least three weeks prior to the meeting.

BIOLOGY (All disciplines of the Life Sciences)

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES
Mrs. Ann Bowman
1401 Wilson Boulevard
Arlington, Virginia 22209 (703) 527-6776

The AIBS assists colleges in obtaining the services of professional biologists through the AIBS *Newsletter,* listing vacancies in industry, government, and higher education. 6 issues a year, alternate months beginning February. No charge to employers to list vancancies; $5 subscription fee for members.

Annual Meetings:
Aug. 17-22, 1975, Oregon State University, Corvallis
May 30-June 4, 1976, Tulane University, New Orleans
Aug. 21-26, 1977, Michigan State, East Lansing

BIOLOGY (Experimental)

FEDERATION OF AMERICAN SOCIETIES FOR EXPERIMENTAL BIOLOGY
Mr. Billy M. Clement, Director
Office of Scientific Personnel, 9650 Rockville Pike
Bethesda, Maryland 20014 (301) 530-7020

The Placement Service of the Federation acts as a clearinghouse for information between employers and individuals seeking positions in the disciplines represented by the federated societies: physiology, biochemistry, pharmacology, pathology, nutrition, immunology, biomedical engineering, marketing specialties and laboratory technology.

The List of Candidates (published in February) lists the applications of the candidates by field. The List of Positions (published in March) lists the openings by field. $10.00 annual fee to candidates to list which also permits a 50-word resume published in *Federation Proceedings.*

Annual Meetings:
April 13-18, 1975, Atlantic City, New Jersey
April 11-16, 1976, Anaheim, California

Personal interview service provided at annual meetings. Fee charged employers for this service.

AMERICAN SOCIETY FOR MICROBIOLOGY
R. W. Sarber, Executive Secretary
1913 Eye Street, N.W.
Washington, D.C. 20006 (202) 833-9680

A registry of members is maintained and files are sent to employers on request for a small fee. The Society also provides classified "Positions Wanted" and "Positions Available" service in its monthly news magazine. $15.00 for 50 words.

Annual Meeting:
April 27-May 2, 1975, New York Hilton, New York City

The Society maintains an employment registry during the week of its annual meeting.

CHEMISTRY

AMERICAN CHEMICAL SOCIETY
Mrs. Audra B. Rafter
ACS Employment Aids Office
1155 Sixteenth Street, N.W.
Washington, D.C. 20036 (202) 872-4528

Colleges may list vacancies in *Academic Openings,* published on a monthly basis provided sufficient notices are received. The 20th of any month is the deadline for publication in the next issue. If sufficient listings are not received, openings will be held over for publication the next month.

National Meetings:
Sept. 8-13, 1974, Atlantic City
April 6-11, 1975, Philadelphia
Aug. 24-29, 1975, Chicago

Colleges may list vacancies with the National Employment Clearinghouse for each meeting. Write to the above address for information and Position Available forms. To obtain information on qualified candidates on a year-round basis, call the above number.

ECONOMICS

AMERICAN ECONOMICS ASSOCIATION
Mrs. Violet O. Sikes, Coordinator
Job Openings for Economists
1313 21st Avenue South
Nashville, Tennessee 37212 (615) 322-2595

Collges may list a vacancy in a bi-monthly newsletter, *Job Openings for Economists.* No charge.

The Illinois State Employment Service operates a National Registry for Economists on a year-round basis. Application and order forms used in the Registry and for conference placement service are available upon request from National Registry for Economists, 40 West Adams Street, Chicago, Illinois 60603.

Conventions:
Oct. 2-4, 1975, Statler-Hilton, Dallas
Sept. 16-18, 1976, Chalfonte-Haddon Hall, Atlantic City
Dec. 28-30, 1977, New York Hilton, New York

Placement service will be provided at annual meetings.

EDUCATIONAL RESEARCH

AMERICAN EDUCATIONAL RESEARCH ASSOCIATION
Central Office
1126 Sixteenth Street, N.W.
Washington, D.C. 20036 (202) 223-9485

The Placement Service is only available at the Annual Meeting. Notices of employment opportunities appear in the monthly magazine, *Educational Researcher.* Registration forms for participation in the

service, as employer or as applicant, appear in a winter issue of the magazine, or are available on request no later than four months in advance of the meeting from the AERA Central Office.

Annual Meetings:
March 30-April 3, 1975, Shoreham, Washington, D.C.
April 19-23, 1976, Caesars Palace, Las Vegas

ENGINEERING

AMERICAN SOCIETY FOR ENGINEERING EDUCATION
Francis X. Bradley, Acting Executive Director
One Dupont Circle, N.W., Suite 400
Washington, D.C. 20036 (202) 293-7083

A classified section carrying announcements of positions open and wanted appears regularly in *Engineering Education News,* the Society's monthly newspaper. Schools needing faculty members and persons seeking teaching positions may advertise in this column at a cost of 40¢ per word. Copy should be submitted to the Classified Ad Manager five weeks prior to the desired month of issue.

Annual Conference:
June 16-19, 1975, Colorado State University, Fort Collins, Colorado

ENGLISH

MODERN LANGUAGE ASSOCIATION OF AMERICA
Association of Departments of English
Job Information Service
62 Fifth Avenue, New York, N.Y. 10011 (212) 741-5593

Job Information Lists, English edition, including linguistics and comparative literature are published in October, December, February and May. For subscription applications write to the above address. Kristin Helmers, Coordinator, Job Information Service.

FOREIGN LANGUAGES (all language areas)

MODERN LANGUAGE ASSOCIATION OF AMERICA
Association of Departments of Foreign Languages
Job Information Service
62 Fifth Avenue, New York, N.Y. 10011 (212) 741-5593

Job Information Lists, Foreign Language edition, including linguistics and comparative literature are published in October, December, February and May. For subscription applications write to the above address. Kristin Helmers, Coordinator, Job Information Service.

FOREIGN LANGUAGES — CLASSICS

AMERICAN CLASSICAL LEAGUE
Dr. Robert M. Wilhelm, Placement Director
Department of Classics
Miami University
Oxford, Ohio 45056 (513) 529-4116

The ACL maintains a placement service for members ($5 annual dues). Copies of biographical information about candidates with copies of letters of reference are sent upon request to colleges and high schools having vacancies in Latin and/or Greek. Send notices of vacancies to address above. No charge.

June convention. Additional $5 fee for members at the convention. For Placement Service write to the above address.

FOREIGN LANGUAGES — FRENCH

AMERICAN ASSOCIATION OF TEACHERS OF FRENCH
F. W. Nachtmann, Executive Secretary
University of Illinois, 59 East Armory Avenue
Champaign, Illinois 61820 (217) 333-2840

Membership in AATF is a prerequisite for registration with Placement Bureau. Fee of $15 for supplying monthly vacancy lists and sending out dossiers. $7.50 for monthly list of vacancies only. Colleges, universities, and high schools may list vacancies at above address. No charge to institutions listing.

Annual Meetings:
Nov. 28-Dec. 1, 1974, Denver Hilton, Denver
Dec. 27-30, 1975, Roosevelt, New Orleans

Placement service available at annual meetings.

FOREIGN LANGUAGES — SPANISH & PORTUGUESE

AMERICAN ASSOCIATION OF TEACHERS
OF SPANISH & PORTUGUESE
Dr. Norwood Andrews, Jr., Director
Texas Tech University
Lubbock, Texas 79409 (806) 742-3213

Colleges may list vacancies in Spanish or Portuguese, or if one of a combination is Spanish or Portuguese, with the Placement Bureau. No charge. A list of vacancies is circulated on the average of once a month.

Annual Meetings:
November, 1974, Denver
December, 1975, Chicago

Placement service provided at annual meetings.

GEOGRAPHY

THE ASSOCIATION OF AMERICAN GEOGRAPHERS
1710 Sixteenth Street, N.W.
Washington, D.C. 20009 (202) 234-1450

Colleges may list vacancies in *Jobs in Geography,* published ten times a year. Will be printed in two successive issues; must be renewed thereafter. Copy due 15th of month preceding issue. Personal ads, printed in three successive issues, require a $10 pre-payment.

Conventions:
April 20-23, 1975, Marc-Plaza, Milwaukee
April 11-14, 1976, Waldorf-Astoria, New York

Placement service conducted at each annual meeting. Write above address for further information.

GEOLOGY — EARTH SCIENCES

THE GEOLOGICAL SOCIETY OF AMERICA
Joan Heckman, Membership Assistant
3300 Penrose Place
Boulder, Colorado 80301 (303) 447-2020

The Society does not have an actual placement service but conducts two types of employment clearinghouse activities. The year-round employment matching service is designed as a contact medium to put prospective employers in touch with applicants who match the job qualifications outlined by the employer. The annual meeting employment interview service is a similar computerized matching service with the additional benefit of providing facilities at the annual meetings for in-person interviews. Requisite forms and fee schedules for employers or applicants may be obtained by writing to the Membership Assistant.

Annual Meetings:
Nov. 18-20, 1974, Deauville Hotel, Miami Beach
Oct. 20-22, 1975, Hotel Utah, Salt Lake City
Nov. 8-10, 1976, Hilton Hotel, Denver

HISTORY

AMERICAN HISTORICAL ASSOCIATION
400 A Street, S.E.
Washington, D.C. 20003 (202) 544-2422

Employment Information Bulletin solicits and prints notices of job status in approximately 1250 history departments in four-year and two-year colleges. Published quarterly. $7.00 for first-class mail

subscription, $11.00 for airmail. No availability notices are published. No charge to list an opening.

Annual Meetings:
Dec. 28-30, 1974, Conrad Hilton, Chicago
Dec. 28-30, 1975, Marriott, Atlanta
Dec. 28-30, 1976, Washington, D.C.

HOME ECONOMICS

AMERICAN HOME ECONOMICS ASSOCIATION
2010 Massachusetts Avenue, N.W.
Washington, D.C. 20036 (202) 833-3100

Colleges may run Employment Opportunity Ads in the *Journal of Home Economics,* published nine times a year. Minimum charge is $20 for the first 50 words, with an additional ten words or fractions at $5, payable in advance. Blind boxes available at no extra charge. Copy deadline by the 15th of second month preceding cover date of issue. Address: Production Editor, *Journal of Home Economics.*

Annual Meetings:
June 23-27, 1975, San Antonio
June 28-July 2, 1976, Minneapolis
June 27-July 1, 1977, Boston

Job Information Exchange service provided at annual meetings. Contact the Association for further information.

LIBRARY SCIENCE

AMERICAN LIBRARY ASSOCIATION
Mrs. Alfreda A. Mendelsohn, Advertising Promotion Manager
American Libraries, ALA
50 East Huron Street
Chicago, Illinois 60611 (312) 944-6780

Colleges may list vacancies in the classified section of *American Libraries.* Rates: $2 a printed line. ALA Personal members for Positions Wanted will receive 5 lines (limit, 2 consecutive issues) and Organizational members for Positions Open will receive 15 lines (limit, 3 consecutive issues) free. State if ALA member when placing advertisement. ALA does not have a placement service. Vacancies, however, can be listed with the National Registry for Librarians, 208 South LaSalle Street, Chicago, IL 60604. No charge.

Conventions:
Midwinter - Jan. 20-26, 1975, Palmer House, Chicago
Annual - June 29-July 5, 1975, Auditorium and Convention Hall, San Francisco

LINGUISTICS

LINGUISTIC SOCIETY OF AMERICA
Begay Atkinson, Administrative Associate
1611 North Kent Street
Arlington, Virginia 22209 (703) 528-2314

No year-round placement services. Employment Clearinghouse discontinued.

Annual Meetings:
Dec. 27-30, 1974, The Commodore, New York City
Dec. 28-30, 1975, The Hyatt Regency, San Francisco
Dec. 28-30, 1976, The Philadelphia Marriott, Philadelphia

A Job Placement Service is operated during the annual meeting. Forms for listing positions may be requested in advance. No charge.

MATHEMATICS (Including Statistics)

MATHEMATICAL SCIENCE EMPLOYMENT REGISTER
American Mathematical Society
P. O. Box 6248
Providence, Rhode Island 02940 (401) 272-9500

The Employment Register publishes *Employment Information for Mathematicians* six times during the academic year: October, December, February, April, June and July. The price for individual subscribers is $20.

Annual Meetings:
Jan. 22-27, 1975, Shoreham Hotel, Washington, D.C.
Jan. 22-26, 1976, Convention Center, San Antonio

An open Register is maintained at the annual meeting. No registration fee for applicants. $10 registration fee for employers.

MUSIC

AMERICAN MUSICOLOGICAL SOCIETY
Dr. Cecil Adkins, Registrar
School of Music, North Texas State University
Denton, Texas 76203

Vacancy-candidate list published bi-monthly. Write for information concerning registration. Subscriptions limited to members of the Society or the Society for Ethnomusicology.

Annual Meeting:
Oct. 31-Nov. 3, 1974, Mayflower Hotel, Washington, D.C.

Limited placement service available at the annual meetings.

PHILOSOPHY

AMERICAN PHILOSOPHICAL ASSOCIATION
Professor Norman E. Bowie, Executive Secretary
Hamilton College
Clinton, New York 13323 (315) 859-4188-9

Vacancy list, *Jobs in Philosophy,* is published five or six times each year. Write for information concerning procedures. Subscriptions limited to members of the Association.

Conventions:
Dec. 27-29, 1974, Washington Hilton, Washington, D.C.
March 27-29, 1975, Royal Inn, San Diego
April 24-26, 1975, Palmer House, Chicago

Placement service available at annual meetings. Mrs. Caroline Sator, Administrative Assistant, Placement.

PHYSICAL EDUCATION (Including Health, Recreation and Dance)

AMERICAN ALLIANCE FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
Miss Nona Bustard, Director, Placement
1201 Sixteenth Street, N.W.
Washington, D.C. 20036 (202) 833-5531

AAHPER maintains a Placement Service for members at no charge. Candidate files searched upon request and copies of biographical data of candidates are sent to institutions. No charge to colleges using the service.

Conventions:
March 14-18, 1975, Shelburne Hotel, Atlantic City
April 2-6, 1976, Marc-Plaza Hotel, Milwaukee

Placement Center conducted at conventions. Complete files of current candidates and vacancies, including those registered at convention, will be available.

PHYSICS

AMERICAN INSTITUTE OF PHYSICS
Margot Breslaw, Supervisor, Placement Service
335 East 45th Street
New York, New York 10017

The AIP operates a year-round employment referral service. Information on registrants is maintained in the placement file. The file is searched and copies of resumes of all registrants meeting the specifications are supplied to the employer. The service is free to physicists and related

scientists. Listings of academic openings are published in February, May, August and November of each year.

Placement Registers:
Jan. 29-Feb. 1, 1975, Anaheim, California
April 28-May 1, 1975, Washington, D.C.
Feb. 2-5, 1976, New York, New Yrok
April 25-29, 1976, Washington, D.C.

Facilities and arrangements for personal interviews between prospective employees and prospective employers are provided at the Registers.

POLITICAL SCIENCE

AMERICAN POLITICAL SCIENCE ASSOCIATION
Ms. Patricia D. Spangler, Director, Personnel Service
1527 New Hampshire Avenue, N.W.
Washington, D.C. 20036 (202) 483-2512

Vacancies may be listed in the *Personnel Service Newsletter* and will be published in each issue requested. No charge. The Association will not search candidate files, but at the request of the college or candidate will send credentials of a candidate to a college whether listed in *Newsletter* or not.

The APSA maintains a Registry of Retired Professors. Write the Director at the above address.

Convention:
Aug. 29-Sept. 2, 1974, Palmer House, Chicago.

The Association handles placement at conventions. Forms can be obtained from the APSA office for preregistration of employers and applicants.

PSYCHOLOGY

AMERICAN PSYCHOLOGICAL ASSOCIATION
Robert L. Campbell, Manager of Personnel Service
1200 Seventeenth Street, N.W.
Washington, D.C. 20036 (202) 833-7636

Employers of Psychologists may list vacancies which are published in the regular monthly *Employment Bulletin.* Minimum fee is $5.00 for five lines or less, published once. Deadline is the 15th of the preceding month.

Conventions:
Aug. 30-Sept. 3, 1974, New Orleans
Aug. 30-Sept. 3, 1975, Chicago

Vacancies may be listed in the Convention Placement Bulletins, one of which is prepared for each of the Regional Conventions in the spring, and another for the APA National Convention in the fall. $5.00 per listing. There is a $10.00 fee for use of the Placement Services at the APA Convention.

RELIGION

AMERICAN ACADEMY OF RELIGION
Robert A. Spivey, Executive Director
Department of Religion
Florida State University
Tallahassee, Florida 32306 (904) 664-3849

The American Academy of Religion in cooperation with the Council on the Study of Religion publishes an open job registry in the field of religion entitled TOIL. Departments of religion and theological seminaries list positions open so that interested individuals may apply directly. This publication, issued four times a year, is available for an annual $6.00 subscription to interested individuals from the CSR Executive Office, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5,Canada.

Individuals are encouraged to register with the Cooperative College Registry in order to make available a personal file for interested departments and institutions.

Annual Meetings:
Oct. 24-27, 1974, Washington Hilton, Washington, D.C.
Oct. 30-Nov. 2, 1975, Palmer House, Chicago

SOCIAL WORK

COUNCIL ON SOCIAL WORK EDUCATION
Joseph C. Sheehan, Educational Program Specialist
345 East 46th Street
New York, New York 10017 (212) 697-0467

The CSWE maintains a Teaching Registration and Information Exchange Service. Graduate schools of social work and undergraduate and community college social work programs may list teaching vacancies, which are distributed periodically to teaching registrants. Any person interested in teaching in social work may register with this service.

Educational institutions may review the Teaching Registers in the New York office at any time. The Registers are also available at the Annual Forum of the National Conference on Social Welfare, at the Annual Conference of the National Association of Black Social Workers, and at the CSWE Annual Program Meeting.

Annual Program Meeting:
March 2-5, 1975, Palmer House, Chicago

SOCIOLOGY

AMERICAN SOCIOLOGICAL ASSOCIATION
Employment Bulletin
1722 N Street, N.W.
Washington, D.C. 20036 (202) 833-3410

The Employment Bulletin is published nine times yearly in the *ASA Footnotes;* cost of applicant listing: $3.00; cost of vacancy listing: $15.00.

Conventions:
Aug. 25-29, 1975, San Francisco Hilton, San Francisco
Aug. 30-Sept. 3, 1976, New York Hilton, New York

Convention placement is handled by Mrs. Alice Myers at the above address. Vacancies may be listed with her between May 15th and the time of the convention.

SPEECH (Including Theatre, Mass Communication, Pathology & Audiology)

SPEECH COMMUNICATION ASSOCIATION
Dr. Robert N. Hall, Placement Director
Statler Hilton Hotel
New York, New York 10001 (212) 736-6625

Colleges may list vacancies in monthly Placement Service *Bulletin* until filled or withdrawn. There is a charge of $10.00 per listing unless the institution holds a membership in the SCA. A Placement Center is operated at the annual convention and at four regional conventions.

Conventions:
Dec. 27-30, 1974, Palmer House, Chicago
Dec. 27-30, 1975, Shamrock Hilton, Houston
Dec. 27-30, 1976, San Francisco Hilton, San Francisco

THEATRE

AMERICAN THEATRE ASSOCIATION
Placement Service
1317 F Street, N.W., Suite 500
Washington, D.C. 20004 (202) 737-5606

Colleges may list vancancies in monthly Placement Service *Bulletin.* Colleges may submit vacancy descriptions to the Placement Service for publication.

Conventions:
Aug. 10-13, 1975, Sheraton Park, Washington, D.C.
Aug. 8-11, 1976, Biltmore, Los Angeles
Aug. 14-17, 1977, Palmer House, Chicago

Convention placement services are handled through the Placement Service at the above address.

ADMINISTRATION

AMERICAN ASSOCIATION OF COLLEGIATE REGISTRARS AND ADMISSIONS OFFICERS
Mrs. Ann Decker, Administrative Assistant
One Dupont Circle, N.W., Suite 330
Washington, D.C. 20036 (202) 293-6230

AACRAO operates a Placement Service to aid member, as well as non-member colleges and universities, at no charge, in the area of records, registration, admissions, institutional research, and financial aid. Colleges and universities desiring to list a vacancy with the Placement Service should contact the above office for information on candidates on file.

The Service is operated year-round. Candidates who wish to place their credentials should contact the office for the appropriate forms. Nominal fee for candidates.

Annual Meetings:
April 21-24, 1975, Leamington Hotel, Minneapolis
April 18-23, 1976, Washington Hilton, Washington, D.C.
April 17-22, 1977, Detroit Hilton, Detroit

Placement files are maintained at annual meetings, where members of the Placement Committee are available for consultation.

AMERICAN ASSOCIATION OF COLLEGES/AMERICAN COLLEGE PUBLIC RELATIONS ASSOCIATION
Mrs. Gladys M. Gottlieb, Placement Service Coordinator
One Dupont Circle, N.W., Suite 600
Washington, D.C. 20036 (202) 293-6360

Colleges and universities may list vacancies in public relations, development, publications, and alumni offices in the monthly *Placement Letter.* Listing is free to member institutions, 25¢ per word to non-members. Individuals in or seeking to enter the field may advertise their availability at the non-member rate. Circulation by subscription ($10 for five issues, $15 annually) with complimentary copies to advertisers in each issue. Copy due by 20th of preceding month. Box number available for $1.50 per month. All orders prepaid.

National Conferences:
Sites and dates are not yet fixed.

An open register of candidates and vacancies is maintained with informal facilities to set up interviews.

THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
Dolores Jarvis, Member Resume Service Coordinator
1607 New Hampshire Avenue, N.W.
Washington, D.C. 20009 (202) 483-4633

The Member Resume Service is designed to match employer needs to applicant qualifications through the use of resumes. Resumes are submitted in multiple quantities by applicants and are written to certain specifications, which facilitate indexing. Employer needs are structured in a similar fashion. An employer pays a $1.50 fee per resume matched. Only APGA members can participate in the service; there is no fee for this participation.

The Association also publishes a bi-weekly newspaper, *Guidepost,* which carries classified ads (Employment Exchange) for "Positions Wanted" and "Positions Available." Both employer and applicant pay 30¢ per word; minimum charge is $6.00.

Annual Meetings:
March 23-26, 1975, New York Hilton and Americana, New York
April 11-14, 1976, Conrad Hilton, Chicago

The APGA Convention Placement Center distributes a *Convention Placement Bulletin,* containing pre-registered listings of jobs with specifications and candidates with qualifications. Daily supplemental listings are issued. Anyone may place a position vacancy ad, only APGA members may insert a position wanted ad. Fees are $5.00 for pre-registered candidates and employers, and $8.00 on site registration. Detailed information and forms may be obtained from above address.

NATIONAL ASSOCIATION FOR WOMEN DEANS, ADMINISTRATORS, AND COUNSELORS
Attn: Placement
1028 Connecticut Avenue, N.W., Suite 922
Washington, D.C. 20036

A referral service designed chiefly to serve the members is maintained year-round. A nominal fee is charged for placement registration at the annual Conference. Additional information concerning Conference placement services can be secured from the Headquarters Office address listed above.

Annual Conferences:
April 2-5, 1975, Bellevue Stratford, Philadelphia
March 18-21, 1976, Fairmont Roosevelt, New Orleans

One Dupont Circle, N.W., Suite 10
Washington, D.C. 20036
(202) 223-2807

Tena Cummings, Ph.D.
Executive Officer

COOPERATIVE COLLEGE REGISTRY

VACANCY LISTING FORM

Date _____

College _____ Address _____

Vacancy reported by _____
(Name) (Position)

1. Field, Dept. or Office _____

2. Specialization required (if any) or subjects to be taught _____

3. Degree:

☐ Master's ☐ ABD—All but Dissertation ☐ Doctorate in hand

☐ Master's plus ☐ Doctorate to be completed before September 1975

4. Rank: ☐ Instructor ☐ Ass't Prof ☐ Assoc Prof ☐ Prof ☐ Chairman

☐ Depends on experience ☐ Not applicable

5. Experience desired _____

6. Date wanted _____ Approximate salary range for 9 mos. _____

7. If there are other more specific qualifications for the position, identify them here. Please comment on anything which will be helpful in the matching process. Use other side if needed.

You are always welcome to come to the office to do your own candidate search. Office is open five days per week, 8:30 to 5:00.

5-2

Appendix II

Samples of Advertisin
and Promotional
Materials.

BROWN DAILY HERALD, FRIDAY, NOVEMBER 8, 1968

ATTENTION
GRADUATE STUDENTS!!

Interviews with a representative

of the

COOPERATIVE COLLEGE REGISTRY

may be scheduled in the Graduate Student Placement, 405 University Hall on Monday thru Wednesday, November 18, 19, 20, 1968.

9:00 A.M. to 4:30 P.M.

Masters and doctoral students interested in college administrative and teaching positions for the academic year 1968-69 are invited to make an appointment. Experienced college faculty particularly desired.

The Cooperative College Registry is a free service to over 200 private liberal arts colleges throughout the United States.

Descriptive Brochures and Registry Forms are Available from the University Placement Bureau

The Chronicle of Higher Education October 26, 1971

COOPERATIVE COLLEGE REGISTRY

CCR, a non-profit organization, helped 615 colleges and universities in the U.S. and overseas to fill 1,500 positions last year. *Selected* vacancies for 1972 are listed below. Registration with CCR, however, assures referral to *all* vacancies conforming to your qualifications. If not already registered for '72, request form. Indicate code number if replying to position listed here. Cooperative College Registry, One Dupont Circle, #10, Washington, D.C. 20036.

We welcome vacancy listings from all colleges and universities.

Luther

Park

Sangamon State

East Ky U.

Luther

Eisenhower

Mt St Mary's

231. BLACK STUDIES—fields of competence w/in Social Sciences or Humanities. Master's min. $9-11,000. Feb. or Sept. '72. Midwest pvt. coll. Enroll. 2,000.

681. BUSINESS ADMINISTRATION — Chmn. of Dept. of Econ. & Bus. Admin. Mgmt, mktng, or quant. anal. Doct. Sal. dep. on exp. Feb. '72. Midwest pvt. coll. Enroll. over 700.

362. ENVIRONMENTS & PEOPLE—Environmental perspect., ethics & aesth., educ. & action. Ph.D. pref. Rank, sal. dep. on quals. Sept. 1972. New upper div. midwest public univ.

184. HUMANITIES—Chmn. of Dept. Ph.D in Lit., Art, Music, Phil., or integrated Humanities. Teach. exp. required. Admin. exp. desirable. Assoc. or full. Sal. open. Middle South state univ. Enroll. 9,500.

291. MATHEMATICS—ABD min. Instr. or Ass't. Prof. Sal. ~ $10,000 Sept. '72. Midwest pvt. coll. Enroll. over 2,000.

361. PSYCHOLOGY—Competence in 3 or more undergrad subj. One interdisc. course in Social Relations. Prefer Ph.D completed w exp. Sal. open. Sept. '72. New pvt. NE coll.

393. SOCIAL WELFARE—For dept. adding major in soc. welfare. Master's min. req. Sal. dep. on quals. Sept. 1972. Pvt. E. coll., enroll. 1,000.

394. SOCIAL WELFARE—Ph.D. req., pref. w Master's in soc. work for soc. service dept. offering major. New NE pvt. univ., enroll. 4,000.

395. SOCIOLOGY—Crim., Soc. Justice plus intro. courses. Ph.D. req. Sal. dep. on quals. Jan. 1972. New Eng. pvt. univ., enroll. near 4,000.

396. SOCIOLOGY—Dept. Chm. Ph.D. req. w/exp. Sal. dep. on quals. Sept. 1972. Midwest pvt. coll., enroll. 900.

397. SOCIOLOGY—Teach gen. courses. Ph.D. req. Sal. open. Jan. 1972. SE pvt. coll., enroll. 1,800.

398. SOCIOLOGY—Interdisc. position, w/ Anthro. survey. Ph.D./ABD. Rank, sal. open. Sept. 1972. Mid-Atlantic pvt. coll., enroll. 1,000.

399. SOCIOLOGY—Theory, methods, mar. and fam. Ph.D w teach. exp. pref. Sal. to $12,000. Sept. 1972. NE pvt. coll., enroll. 1,000.

3910. SOCIOLOGY—ABD accept. pref. w/ exp. Asst. Prof., to $11,000. Sept. '72. Midwest pvt. coll., enroll. 2,000.

3911. SOCIOLOGY—Ph.D./ABD pref. w/ exp. Rank, sal. open. Sept. 1972. No. Cent. pvt. coll., enroll. 800.

3912. SOCIOLOGY — Demography, theory. Ph.D. pref. Rank, sal. dep. on quals. Sept. 1972. New upper div. Midwest public univ.

Univ of New Hav

U. of New H

Illinois Coll.

Carson Newman

Be Mary

Waynesburg

Luther

Keuka

Sangamon State

THE CHRONICLE OF HIGHER EDUCATION

December 24, 1974

Bulletin Board

PLACEMENT SERVICES

COOPERATIVE COLLEGE REGISTRY

CCR, a nonprofit educational organization, will have its files available at the January 13-15 meeting of the Association of American Colleges. CCR member college and university administrators are invited to utilize these files of faculty, academic administrative staff, and nonacademic administrative personnel. Nonmember institutions are also invited to use the CCR files of job-seekers at a reduced service fee. For information and membership, contact: Cooperative College Registry, One Dupont Circle, N.W., Washington, D.C. 20036.

APPENDIX II

1. What is the Cooperative College Registry?

CCR is a non-profit educational organization which introduces experienced faculty and staff personnel and new teachers to colleges and universities for positions in all areas. Special emphasis is given to women and minority group candidates as a service to colleges and universities in their Affirmative Action/Contract Compliance requirements.

2. Who may be a member?

Membership is open to all institutions of higher education. Membership is $100 ($200 if multi-campus) per academic year, September 1—August 31, and includes: 24-hour matching and referral service on faculty and staff needs for the following academic year with repeated searches until the position is filled; confidential referrals for senior administrative positions; use of files at all times in the Washington office and during at least two national educational meetings.

3. Does a college or university have to be a member to receive CCR service?

Although membership is recommended as more economical in most cases, positions may be listed by non-member institutions for a service fee of $25 per vacancy.

4. Who are CCR candidates?

CCR candidates are experienced professors and administrators seeking relocation and those seeking first positions in higher education. Candidates are recruited through the professional societies, listings in professional journals, continuous contact with approximately 125 graduate schools, and the endorsement of satisfied candidates of previous years.

5. Is the service confidential?

Confidentiality of candidates is protected. They are referred only to positions which conform to their qualifications. No lists of candidates nor positions are published.

6. Who may register?

Doctorates with college teaching experience are in greatest demand. The minimum requirement for teaching positions is the Master's degree completed before the following academic year. Experience in lieu of advanced degrees is generally acceptable for non-academic administrative positions. Candidates pay a service fee of $10 to help defray the cost of referrals to appropriate position openings.

7. Is CCR a resource when senior personnel is needed?

Well-qualified candidates register each year for department and division chairmanships, full professorships, deanships, presidencies, and all non-academic administrative positions.

In addition, CCR maintains a highly confidential roster of senior-level careerists in higher education who are not overt job-seekers. The purpose of this Permanent Resource File is to provide confidential leads for senior positions and for specialists who are needed for short-term or long-term projects of a research or consultative nature.

8. What is the procedure?

Institutions list vacancies on forms provided by CCR, or by letter or telephone to the CCR office. Candidates register on special CCR forms. Candidates and vacancies are matched. Copies of the registration form of appropriate candidates are mailed to the institution. All contacts are directly between the institution and the candidate. CCR does not notify candidates of positions to which they have been referred.

9. Will CCR recommend a candidate?

CCR does not recommend nor endorse candidates. Its function is to locate candidates who, according to their own statement, have academic and experiential qualifications to be considered for teaching or administrative positions in higher education. The location of a candidate's confidential dossier is indicated in the registration form.

For further information write:

Cooperative College Registry, One Dupont Circle, N.W., Washington, D.C. 20036 Tel: (202) 223-2807

Appendix II

COOPERATIVE
COLLEGE
REGISTRY

One Dupont Circle, N.W. Suite 10
Washington, D. C. 20036
Tel: (202) 223-2807

EXECUTIVE OFFICER
Tena Cummings, Ph.D.

September, 1973

A MESSAGE TO INSTITUTIONS OF HIGHER EDUCATION:

College administrators with whom I talk daily relate their frustrations concerning present circumstances in academic staffing. All are faced with factors, chiefly financial, which restrict full utilization of the many able, experienced faculty members of the academic community. On the other hand, there are recruitment problems because the Affirmative Action Compliance requirements create the need to balance faculty and staff ratios with members of previously under-represented groups: women and ethnic minorities.

The Cooperative College Registry's purpose is to assist in both utilization and diversification. Last year there were over five thousand persons who came to CCR for assistance. We had some 2,500 positions to which we could refer them, but this year we must do better. To meet this goal we need to convince more academic institutions that wider dissemination of information about available openings through use of a central referral service such as ours will benefit all concerned in the academic community. A tremendous amount of scarce budget money now goes to blanket all known recruitment sources. I am told there is a small and comparatively ineffectual return for dollars spent. The result is too much duplication, sometimes an inappropriate audience, and a flood of applications from candidates without the desired qualifications.

We urge you to consider the Cooperative College Registry this year. As a non-profit educational organization, we are concerned only with whether or not the service we render is needed. I believe you will agree that it is. The fee of $100 per year has been purposely kept low to encourage administrators to use CCR so that the most effective use of highly educated and experienced talent will be available to academe--not underutilized or lost to other areas of employment. (See enclosed brochure.)

CCR does not promise a panacea for your problems, but we believe we can help. Candidates register with us and we do the screening and matching, as broadly or as specifically as you require, for positions listed. When we do not have appropriate candidates registered, we tell you. No follow-up is required on your part unless you wish to contact the candidate. Thus, CCR does the screening and matching for the institutions and the registrants, saving a great deal of time and effort for both.

I would be pleased to respond to specific questions should you desire further information concerning our emphasis on Affirmative Action recruitment, or any faculty and administrative needs.

Sincerely,

Tena Cummings

Tena Cummings, Ph.D.
Executive Officer

Appendix II

August 1971

Dear Department Chairman:

As a new academic year begins, we greet our friends in graduate departments. We appreciate your continuing cooperation. The new year, unfortunately, holds little promise for improvement in the academic market.

CCR has tried to be sensitive to the new needs which a repressed economy and an oversupplied marketplace have produced. A major change in CCR policy is planned for this year: expansion of service to include all colleges and universities located anywhere in the world. The fact that 11 overseas institutions listed vacant positions with CCR last spring and summer encouraged us to believe that teaching outside the U.S. may be one creditable means of easing the immediate problem, if only to a small degree, while providing a bona fide service to countries now needing college teachers. On our registration form candidates can indicate interest in teaching outside the U.S.

There is always a need for senior level candidates for deanships and department or division chairmanships in institutions which list vacancies with us. When former graduates of your department express an interest in relocating, please advise them to be in touch with us. Our services in this area are expanding.

If additional faculty is to be added in your department this year, we hope you will look to CCR as a recruitment resource. Note in the enclosed brochure, information concerning our Permanent Resource File. There is no fee to those who register in this File, and we welcome additional senior level faculty.

Enclosed is a poster for display in your department, and a few 1972 registration forms. Please throw out any leftover 1971 forms. More forms are available immediately upon request. The placement office of your university is supplied with registration forms also.

We hope you will view CCR as a valuable resource for your students and alumni, and will encourage them to register early in the fall. If you have questions or suggestions, please write to us.

We are grateful for your help.

Yours cordially,

Elizabeth S. Fisher

Mrs. Elizabeth S. Fisher

Enclosures

February 1972

Dear Friend:

Through the cooperation of the Woodrow Wilson National Fellowship Foundation we have learned that you are available for academic placement in the fall of 1972. Because the Cooperative College Registry now serves the faculty and staff needs of any college or university in the United States and overseas, we welcome additional well-qualified candidates to refer to teaching and administrative positions.

Last year the Cooperative College Registry referred candidates to 1,500 positions listed by 615 institutions. Although vacancy listings came in slowly last fall, they have picked up considerably since the first of the year. We now have a total of 745 positions listed, and new ones are coming in daily.

Registration with CCR assures you of referral to all positions listed with CCR which call for your qualifications. We hope you will complete the enclosed registration form and return it as soon as possible.

If perchance you have already registered with us this year, please pass the enclosure on to a friend or colleague who may be looking for a teaching position.

Cordially yours,

Elizabeth S. Fisher

Elizabeth S. Fisher

Enclosure

ESF:rvy

#30

Introductory Word

The Cooperative College Registry is pleased to make available to you the information contained in the following pages, an updating of information sent you in September 1968.

Sources for this material are key contact persons in several academic learned societies and associations, Earned Degrees Conferred 1963-64, Earned Degrees Conferred 1964-65, Earned Degrees Conferred 1965-66, Earned Degrees Conferred 1966-67 (U. S. Office of Education documents) and A. M. Cartter, An Assessment of Quality in Graduate Education, American Council on Education, Washington 1966.

This current revision adds 1966-67 figures to what appeared in the 1968 edition (1966-67 being the last year for which detail statistics from institutions are currently available), includes several fields not in the 1968 edition, and eliminates Masters degree productivity in most fields of study.

You will find here detailed figures for the productivity of Ph.D.'s by graduate departments in the major universities of our nation. For most of the disciplines you will note that the order of listing makes use of the rating given by the Cartter study, An Assessment of Quality in Graduate Education. Following the figures for these highly rated departments are figures for the productivity of other institutions who have had significant output of Ph.D.'s in a given discipline.

There is a boxed-in section for many of the disciplines which in most cases lists (1) the name of the association or learned society for that discipline (2) the name and address of the key contact person in the association (3) a description of how a college may make use of the ongoing placement services which the association offers to assist colleges in locating prospective teachers in that discipline (4) the dates and locations of the next two annual conventions of the association and (5) a description of how convention placement is handled.

It is the hope of the CCR Board that presidents, deans, department chairmen and others who may make use of this information will be free to offer candid suggestions as to how this data could be refined for further usefulness.

We record our special thanks to two persons who have played a major role in making this document possible: to Mrs. Elizabeth S. Fisher, Director, Cooperative College Registry, who has gathered together the information on the means by which placement services are offered by learned societies and on the calendar of meetings for these societies; to Miss Patsy Mills, Division of Higher Education, Presbyterian Church, U. S., who has compiled the statistical information and prepared the whole for printing.

John B. Evans
Cooperative College Registry

Richmond, Virginia
October 1969

RESOURCES FOR FACULTY RECRUITMENT

1969 Revised Edition

Table of Contents

Anthropology	1
Arts	3
Biology	5
Botany	7
Zoology	9
Business Accounting	11
Chemistry	13
Classics	15
Economics	17
English	19
French	21
German	23
History	25
Home Economics	27
Library Science	29
Mathematics	31
Music	35
Nursing	37
Philosophy	39
Physics	41
Political Science	45
Psychology	47
Russian	49
Social Work, Social Administration	51
Sociology	53
Spanish	55
Speech and Dramatic Arts	57

ANTHROPOLOGY

AMERICAN ANTHROPOLOGICAL ASSOCIATION
Newsletter Editor, 1703 New Hampshire Avenue, N. W.
Washington, D. C. 20009

College may submit a vacancy which will be listed in NEWSLETTER (published 10 times per year) once for $25. Can be repeated, $25 each time.

CONVENTIONS:
November 20-23, 1969, Roosevelt Hotel, New Orleans, Louisiana
November 19-22, 1970, Hawaiian Village, Honolulu, Hawaii

Professional Placement Service of U. S. Employment Service, 1000 16th Street N. W., Washington, D. C., handles convention placement. Vacancy can be listed with them prior to the convention or at the convention. No charge.

PH.D.'s CONFERRED IN ANTHROPOLOGY

	1963-64	1964-65	1965-66	1966-67
Chicago	8	6	11	21
Harvard	13	8	13	18
Cal-Berkeley	12	15	3	12
Michigan	2	5	9	3
Penn	3	2	4	2
Yale	4	1	1	1
Columbia	6	6	6	15
UCLA	7	7	9	6
Cornell	3	4	3	9
Stanford	3	2	5	4
Wisconsin	3	0	4	3
Arizona	3	8	4	6
Washington (Seattle)	3	3	1	6
Oregon	2	2	3	3
Northwestern	2	1	4	1
Minnesota	0	1	2	4
Indiana	1	3	0	2
North Carolina	1	1	0	1
New Mexico	0	0	0	0
Utah	0	0	2	0
*				
Boston	0	0	0	1
Brandeis	0	1	2	0
Catholic U	0	0	5	5
Colorado	1	2	1	2
Hawaii	0	0	0	1
Illinois	0	1	0	1
Kansas	0	0	0	2
Michigan State	0	2	1	0
Ohio State	0	2	1	0
Pittsburgh	1	1	0	1

PH.D.'s CONFERRED IN ANTHROPOLOGY

	1963-64	1964-65	1965-66	1966-67
Rochester	0	0	0	1
SUNY - Buffalo	0	1	2	4
Syracuse	0	1	1	0
Tulane	2	1	1	1
Total	80	87	98	136
% of Ph.D.'s in this field in particular year	94%	99%	100%	100%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

ARTS (GENERAL, FINE AND APPLIED, AND ALL OTHERS)

COLLEGE ART ASSOCIATION OF AMERICA, INC.
Mr. Gene J. Lessard, 432 Park Avenue, South, New York, N.Y. 10016

ANNUAL MEETINGS:
January 29, 30 and 31, 1970, Sheraton Park Hotel, Washington, D.C.
January 28, 29 and 30, 1971, Conrad Hilton Hotel, Chicago, Ill.
January 27, 28 and 29, 1972, San Francisco Hilton Hotel, San Francisco, California

There is a placement bureau at the annual meetings. Institutions must submit vacancies to the Business Office prior to the meeting. A fee of $25.00 is charged to each institution for this service.

PH.D.'S CONFERRED IN ARTS (GENERAL, FINE AND APPLIED AND ALL OTHERS)

	1963-64	1964-65	1965-66	1966-67
Boston U	1	0	0	0
Bryn Mawr	0	0	2	0
Cal-Berkeley	0	1	0	2
Chicago	0	0	0	1
Columbia	5	4	7	13
Cornell	0	1	0	0
Harvard	5	9	7	4
Indiana	0	1	1	0
Iowa	2	1	2	0
Johns Hopkins	2	1	5	1
Massachusetts	0	0	1	1
Michigan	1	0	2	5
Michigan State	8	10	8	12
NC-Chapel Hill	0	0	0	1
NYU	10	5	6	8
Northwestern	0	0	2	0
Ohio	0	0	1	3
Ohio State	3	1	4	3
Penn	1	2	2	0
Pittsburgh	2	0	0	0
Princeton	0	0	9	5
UCLA	1	1	0	2
USC	6	4	4	0
Utah	1	0	0	2
Wisconsin	3	1	1	0
Yale	6	8	8	8
Total	57	50	72	71
% of Ph.D.'s in this field in particular year	100%	89%	100%	100%

BIOLOGY

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES
Mrs. Ann Bowman, 3900 Wisconsin Avenue, N. W.
Washington, D. C. 20016

There is a fee of $75 per calendar year for Placement Service. If you wish only the Placement Service at the Convention, the fee is $15.00. $75 includes three books per year (Feb., May, and Oct.) of available candidates; and opportunities to list vacancies three times per year in a book circulated to the Biologists registered with the Placement Service. Single copies of the "Booklet of Biologists" may be purchased for $20 per issue.

CONVENTIONS:
August 23-29, 1970, Indiana University, Bloomington
August 29-September 4, 1971, Colorado State Univ., Fort Collins, Colo.

PH.D.'S CONFERRED IN BIOLOGY

	1963-64	1964-65	1965-66	1966-67
Alabama	0	4	1	1
Boston U	0	4	7	6
Brown	8	7	12	7
Cal-Santa Barbara	0	1	3	11
Case Western Reserve	1	5	11	6
Catholic U	7	0	0	0
Clark U	0	3	1	5
Columbia	0	0	0	7
Cornell	0	0	2	8
Delaware	4	5	4	6
Emory	2	1	5	9
Florida State	3	1	0	0
Fordham	0	0	3	5
Harvard	21	14	14	18
Kentucky	0	0	2	4
Lehigh	0	3	6	1
MIT	9	8	7	15
NYU	17	11	16	23
Northwestern	10	8	5	2
Notre Dame	6	10	5	3
Oregon	4	6	5	9
Penn State	2	1	0	3
Pittsburgh	0	5	5	3
Princeton	6	3	7	3
Purdue	21	11	18	0
Rhode Island	4	0	0	4
Rice	4	8	1	1
Rochester	2	2	6	5
St. Bonaventure	0	3	1	4
St. Johns	2	4	12	7
Stanford	7	12	14	20
SUNY-Buffalo	0	3	4	9

PH.D.'S CONFERRED IN BIOLOGY

	1963-64	1964-65	1965-66	1966-67
Tulane	0	0	7	7
USC	3	9	4	4
Vanderbilt	2	3	2	2
Virginia	6	0	2	1
Yale	14	9	9	9
Total	165	164	201	228
% of Ph.D.'s in this field in particular year	89%	91%	89%	87%

NOTE: Some graduate departments report Ph.D.'s conferred under the heading Biology. Others show a detailed breakdown giving Botany figures and Zoology figures. Consequently we have made three listings: Biology, Botany, and Zoology.

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES
Mrs. Ann Bowman, 3900 Wisconsin Avenue, N. W.
Washington, D. C. 20016

There is a fee of $75 per calendar year for Placement Service. If you wish only the Placement Service at the Convention, the fee is $15.00. $75 includes three books per year (Feb., May, and Oct.) of available candidates; and opportunities to list vacancies three times per year in a book circulated to the Biologists registered with the Placement Service. Single copies of the "Booklet of Biologists" may be purchased for $20 per issue.

CONVENTIONS:
August 23-29, 1970, Indiana University, Bloomington
August 29-September 4, 1971, Colorado State Univ., Fort Collins, Colo.

PH.D.'S CONFERRED IN BOTANY

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	6	5	8	6
Harvard	0	0	0	0
Michigan	6	6	5	4
Wisconsin	10	6	4	1
Cal-Davis	5	3	8	2
Indiana	3	3	6	6
Duke	5	7	8	3
Texas	8	10	15	6
Cal-Tech	0	0	0	0
Stanford	0	0	0	0
UCLA	12	12	12	0
Cornell	2	3	7	2
Michigan State	2	16	11	7
Purdue	6	0	6	0
Illinois	8	3	3	4
Yale	0	0	0	4
North Carolina	2	2	0	4
Minnesota	1	5	1	2
Claremont	2	0	2	1
Chicago	2	10	5	2
*				
Arizona State	0	1	1	3
Auburn	2	1	5	2
Colorado	1	2	1	4
Colorado State	0	4	2	6
Columbia	6	5	5	8
Florida	1	8	3	3
Georgia	2	3	5	5
Hawaii	0	4	0	2
Iowa	3	5	5	4
Iowa State	7	4	8	6

PH.D.'S CONFERRED IN BOTANY

	1963-64	1964-65	1965-66	1966-67
Kansas	6	5	5	6
Kansas State	1	3	1	1
Missouri	1	3	3	3
Montana State	0	0	1	4
Nebraska	1	2	2	5
NC State - Raleigh	1	0	4	2
New Hampshire	3	1	0	4
Ohio State	9	7	5	5
Oklahoma	1	4	3	3
Oklahoma State	3	1	2	6
Oregon State	12	5	7	6
Rutgers	9	4	5	4
VPI	3	1	4	0
Tennessee	1	5	2	3
Washington (Mo.)	3	9	0	0
Washington State	0	3	6	2
Washington U	4	0	1	5
	160	181	187	156
% of Ph.D.'s in this field in particular year	95%	90%	92%	91%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

NOTE: Some graduate departments report Ph.D.'s conferred under the heading Biology. Others show a detailed breakdown giving Botany figures and Zoology figures. Consequently we have made three listings: Biology, Botany, and Zoology.

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES
Mrs. Ann Bowman, 3900 Wisconsin Avenue, N.W.
Washington, D. C.20016

There is a fee of $75 per calendar year for Placement Service. If you wish only the Placement Service at the Convention, the fee is $15.00. $75 includes three books per year (Feb., May, and Oct.) of available candidates; and opportunities to list vacancies three times per year in a book circulated to the Biologists registered with the Placement Service. Single copies of the "Booklet of Biologists" may be purchased for $20 per issue.

CONVENTIONS:
August 23-29, 1970, Indiana University, Bloomington
August 29-Sept. 4, 1971, Colorado State Univ., Fort Collins, Colo.

PH.D.'S CONFERRED IN ZOOLOGY

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	16	18	12	17
Harvard	0	0	0	0
Rockefeller Inst.	0	0	0	0
Stanford	0	0	0	0
Johns Hopkins	0	0	0	0
Yale	0	0	0	0
Indiana	4	5	11	6
UCLA	10	13	13	11
Wisconsin	12	8	14	13
Michigan	14	7	9	9
Chicago	6	4	6	3
Princeton	0	0	0	0
Illinois	5	10	8	3
Columbia	14	7	5	7
Cornell	0	2	0	0
Duke	7	7	1	8
Case Western Reserve	0	0	0	0
Texas	5	6	19	16
Penn	0	5	4	8
Minnesota	6	6	4	4
Arizona	4	5	6	9
Arizona State	0	0	1	4
Auburn	1	3	2	4
Cal-Davis	1	2	4	3
Catholic U	0	3	0	1
Colorado	3	5	4	6
Colorado State	2	2	2	8
Conn.	3	0	0	0
Georgia	6	4	4	3
Hawaii	1	4	4	0
Howard	1	3	3	1
Iowa	0	3	1	2

PH.D.'S CONFERRED IN ZOOLOGY

	1963-64	1964-65	1965-66	1966-67
Iowa State	2	1	3	3
Kansas	2	7	9	4
LSU	1	2	3	4
Louisville	2	4	2	0
Maryland	3	3	3	3
Massachusetts	1	5	9	9
Miami (Florida)	2	0	4	5
Michigan State	6	5	4	3
Missouri	4	1	8	1
Montana	0	0	1	4
Montana State	0	0	3	4
Nebraska	1	1	5	2
New Hampshire	3	2	11	2
North Carolina	2	1	1	4
Ohio State	9	7	6	7
Oklahoma	7	3	10	1
Oklahoma State	9	7	8	5
Oregon State	5	6	7	8
Penn State	[illegible]	4	3	6
Rutgers	8	5	6	6
Southern Illinois	0	4	2	1
SUNY-Col. of Forestry	0	0	4	1
Tennessee	5	4	2	1
Texas A&M	2	4	4	2
Tulane	2	4	0	0
Utah	2	1	5	2
Washington	0	8	5	7
Washington U (Mo.)	3	1	6	0
Wyoming	2	3	0	5
Total	205	226	271	246
% of Ph.D.'s in this field in particular year	94%	95%	92%	91%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

NOTE: Some graduate departments report Ph.D.'s conferred under the heading Biology. Others show a detailed breakdown giving Botany figures and Zoology figures. Consequently we have made three listings: Biology, Botany, and Zoology.

BUSINESS (AND COMMERCE)

PH.D.'S CONFERRED IN BUSINESS

	1966-67
Alabama	17
American	5
Arkansas	2
Cal-Berkeley	5
Chicago	11
Colorado	6
Columbia	14
Florida	3
George Washington	4
Illinois	2
Iowa	2
LSU	2
Minnesota	7
Missouri	3
MIT	13
Nebraska	5
Oklahoma	3
Penn State	8
Pittsburgh	4
Stanford	13
St. Louis	2
Texas	17
USC	10
Washington (Mo.)	8
Washington	14
Total	180
% of Ph.D.'s in this field in particular year	97%

ACCOUNTING

PH.D.'S CONFERRED IN ACCOUNTING

	1966-67
Arkansas	2
Cornell	1
Illinois	7
Indiana	9
LSU	5
Michigan State	5
Missouri	2
Ohio State	6
Oregon	2
Wisconsin	4
Total	43
% of Ph.D.'s in this field in particular year	100%

CHEMISTRY

AMERICAN CHEMICAL SOCIETY
Mrs. Audra Bellew, Records Office
1155 Sixteenth Street, N. W.
Washington, D. C. 20036

College may list vacancies which will be published once, unless requested for additional times. Listings are published in December, February and June. Charge is 50¢/word or Minimum of $8.00/listing.

NATIONAL MEETINGS:
February 22-27, 1970, Houston, Texas
September 12-18, 1970, Chicago, Illinois
March 28-April 2, 1971, Los Angeles, California
September 12-17, 1971, Washington, D. C.

You may list vacancies with the National Employment Clearing House at the meeting, if you are registered and in attendance. Write for application form in advance (PA forms), to the Washington address.

PH.D.'s CONFERRED IN CHEMISTRY

	1963-64	1964-65	1965-66	1966-67
Harvard	26	29	19	30
Cal Tech	14	22	12	16
Cal-Berkeley	44	52	43	51
MIT	33	37	48	40
Stanford	17	14	16	20
Illinois	44	54	51	56
Columbia	14	20	25	25
Wisconsin	29	33	50	56
UCLA	17	27	18	14
Chicago	25	22	18	17
Cornell	24	25	24	25
Yale	21	20	20	20
Princeton	25	13	23	19
Northwestern	18	25	17	35
Minnesota	19	20	24	25
Iowa State	33	28	34	34
Ohio State	22	47	36	36
Purdue	41	35	35	50
Michigan	14	14	18	15
Indiana	16	15	23	22
*				
Arizona	8	7	5	16
Brooklyn Tech	27	24	27	27
Cal-Riverside	8	4	8	13
Carnegie Mellon	14	11	13	11
Case Western Reserve	12	3	6	24
Cincinnati	21	14	18	15
Colorado	12	20	19	15

PH.D.'s CONFERRED IN CHEMISTRY

	1963-64	1964-65	1965-66	1966-67
Delaware	20	22	16	13
Duke	10	14	11	8
Florida	16	13	20	30
Florida State	9	9	10	13
Georgia Tech	4	5	8	16
Hawaii	26	4	7	2
Illinois Tech	2	8	15	17
Iowa	23	13	9	18
Johns Hopkins	9	6	11	12
Kansas	19	15	24	22
Kansas State	7	8	20	13
LSU	4	9	14	13
Maryland	7	8	10	19
Massachusetts	2	11	16	16
Michigan State	27	18	15	14
Mississippi	13	3	2	3
Missouri	3	10	6	10
Nebraska	8	11	11	10
New Hampshire	7	8	8	16
NYU	17	15	7	15
NC-Chapel Hill	13	11	12	14
Notre Dame	14	30	17	14
Oklahoma	3	8	11	12
Oklahoma State	5	8	9	14
Oregon	6	4	13	7
Oregon State	14	18	16	16
Penn	24	32	22	24
Penn State	20	23	27	23
Pittsburgh	10	25	14	16
Rensselaer Tech	8	9	14	14
Rice	7	5	11	12
Rochester	8	11	10	13
Rutgers	17	14	19	17
Seton Hall	0	1	14	6
SUNY-Buffalo	0	8	10	12
Tennessee	11	11	10	8
Texas	28	23	30	23
Texas A&M	7	4	11	9
Utah	9	11	13	14
Virginia	8	5	6	10
Washington	22	12	27	24
Washington State	11	6	13	8
Wayne State	19	15	16	24
Total	1095	1139	1235	1341
% of Ph.D.'s in this field in particular year	86%	83%	81%	79%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

CLASSICS

THE AMERICAN CLASSICAL LEAGUE
Dr. John F. Latimer, Executive Secretary
The George Washington University, Washington, D. C. 20006

Maintains a placement service for members ($5.00 annual dues). Copies of biographical information about candidates with copies of letters of reference are sent upon request to colleges having vacancies in Latin and/or Greek. Send notice of vacancies to address given above. No charge.

NO CONVENTION

PH.D.'s CONFERRED IN CLASSICS
Latin and/or Classical Greek

	1963-64	1964-65	1965-66	1966-67
Harvard	8	8	11	6
Cal-Berkeley	3	3	3	3
Princeton	5	2	1	7
Bryn Mawr	0	1	0	0
Yale	6	6	6	6
Columbia	1	5	5	5
Michigan	0	0	0	1
Penn	2	5	2	4
Johns Hopkins	1	3	2	1
Cincinnati	3	3	2	0
North Carolina	0	3	2	1
Chicago	2	0	3	1
Cornell	3	4	3	1
Wisconsin	1	1	2	3
Illinois	0	0	0	0
Texas	2	1	0	3
NYU	0	0	0	0
Northwestern	0	1	4	0
Catholic U	3	3	1	2
Brown	0	0	0	0
*				
Fordham	0	4	4	7
Indiana	0	1	1	0
Iowa	1	1	0	1
Minnesota	0	0	0	1
Ohio State	2	2	1	2
Pittsburgh	0	0	1	0
St. Louis	1	4	2	1
Stanford	2	0	3	0
Tufts	2	0	2	0
Tulane	0	2	0	0
UCLA	0	0	1	1
Utah	0	1	0	0
Washington (Seattle)	1	0	1	2
Total	49	64	63	58
% of Ph.D.'s in this field in particular year	100%	100%	100%	100%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

ECONOMICS

AMERICAN ECONOMIC ASSOCIATION
Harold F. Williamson, 629 Noyes Street, Evanston, Illinois 60201

College may list a vacancy which will be published in "Vacancies and Applications" section in the AMERICAN ECONOMIC REVIEW. No charge.

The Illinois State Employment Service operates a National Registry for Economists on a year-round basis. Application and order forms used in the Registry and for conference placement service are available upon request from: National Registry for Economists, 208 South LaSalle Street, Chicago, Illinois, 60604. No charge.

CONVENTIONS:
December 28-30, 1969, New York Hilton, New York City
December 28-30, 1970, Detroit, Sheraton-Cadillac
December 27-29, 1971, New Orleans, Jung Hotel

PH.D.'s CONFERRED IN ECONOMICS

	1963-64	1964-65	1965-66	1966-67
Harvard	34	27	33	22
MIT	25	19	15	25
Chicago	12	14	13	15
Yale	7	14	14	14
Cal-Berkeley	8	22	19	27
Stanford	9	11	10	7
Princeton	11	7	9	15
Michigan	10	4	12	11
Columbia	31	20	17	37
Wisconsin	8	10	15	20
Minnesota	5	11	12	6
Northwestern	5	3	3	13
Carnegie Mellon	3	3	3	4
Penn	19	26	17	21
Johns Hopkins	8	2	2	9
UCLA	4	7	1	5
Cornell	2	7	8	7
Duke	4	6	13	12
Purdue	9	16	12	7
Michigan State	0	5	2	3
*				
American U	8	6	7	1
Boston C	0	3	4	8
Brown	1	6	3	5
Case Western Reserve	3	7	3	5
Cincinnati	4	0	1	7
Clark	3	3	3	4
Claremont	1	4	4	6
Colorado	4	5	17	5
Florida	4	5	5	4
Fordham	1	3	4	0

PH.D.'s CONFERRED IN ECONOMICS

	1963-64	1964-65	1965-66	1966-67
Georgetown	7	4	2	3
Illinois	13	9	4	15
Indiana	15	5	9	12
Iowa	3	1	5	4
Iowa State	1	4	4	5
Kansas State	0	0	1	4
Kentucky	3	2	3	4
LSU	2	1	1	4
Maryland	0	1	5	6
Nebraska	1	0	4	4
NYU	8	3	10	10
New School		3	9	6
NC-Chapel Hill	2	2	4	6
NC State - Raleigh	0	0	10	10
Ohio State	5	7	4	4
Oklahoma	5	0	4	3
Oregon	4	4	1	4
Pittsburgh	0	2	6	8
Rutgers	2	5	6	4
SUNY - Buffalo	6	1	0	2
SUNY - Col of Forestry	0	5	3	1
Syracuse	6	7	3	5
Texas	7	8	8	4
Tulane	8	4	6	7
USC	7	6	11	3
Vanderbilt	6	6	2	6
Virginia	4	8	10	12
Washington (Seattle)	3	2	7	8
Wayne State	1	5	5	3
Total	367	384	433	511
% of Ph.D.'s in this field in particular year	95%	94%	95%	94%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

ENGLISH

MODERN LANGUAGE ASSOCIATION OF AMERICA
Mrs. Judith Coppi, Faculty Exchange
62 Fifth Avenue, New York 10011

English departments whose institutions are members of the Association of Departments of English (ADE) may list vacancies in the ADE-MLA English Vacancy Lists published in November, March and May. The ADE membership fee is $30 per academic year and also entitles chairmen to use of the Faculty Exchange File Room at the MLA Annual Meeting. For further information write to the ADE Office at the above address.

MEETINGS:
27-30 December 1969, Denver Hilton Hotel, Denver, Colorado

27-29 or 30 December 1970, Americana and New York Hilton Hotels, New York City

PH.D.'S CONFERRED IN ENGLISH

	1963-64	1964-65	1965-66	1966-67
Yale	20	24	24	24
Harvard	38	42	38	34
Cal-Berkeley	15	12	19	20
Princeton	9	11	7	14
Columbia	41	54	48	53
Chicago	7	8	12	6
Stanford	10	8	16	24
Cornell	8	10	9	18
Wisconsin	41	45	39	31
Indiana	21	18	15	19
Illinois	18	17	20	24
Johns Hopkins	3	6	2	4
Michigan	19	26	31	27
UCLA	7	15	6	10
Minnesota	12	8	11	10
Northwestern	9	18	12	13
North Carolina	9	16	14	14
Penn	21	19	22	16
Washington (Seattle)	19	25	20	16
Duke	8	13	16	9
*				
Arkansas	2	13	0	14
Boston U	7	2	31	2
Brandeis	1	2	1	5
Brown	7	1	1	6
Cal-Davis	0	1	5	5
Case Western Reserve	7	4	5	5
Catholic U	1	5	6	2
Claremont	3	3	2	7
Colorado	5	5	11	10
Columbia Teachers College	0	0	6	10
Connecticut	3	12	10	4
Denver	0	8	8	4

PH.D.'S CONFERRED IN ENGLISH

	1963-64	1964-65	1965-66	1966-67
Florida	2	12	4	9
Florida State	3	1	7	5
Fordham	5	9	5	9
George Peabody	1	0	7	7
Georgia	1	4	0	5
Iowa	8	10	9	13
Kansas	2	5	4	7
Kentucky	0	1	5	3
Loyola	4	5	4	9
LSU	2	2	8	7
Michigan State	5	8	9	4
Maryland	3	3	9	5
Mississippi	1	1	0	5
Missouri	3	4	4	11
Nebraska	1	7	5	12
New Mexico	1	2	3	9
NYU	33	11	23	28
Notre Dame	7	11	5	5
Ohio State	5	10	5	14
Ohio University	0	1	1	9
Oklahoma	10	4	4	7
Oregon	2	4	5	7
Penn State	1	7	5	9
Pittsburgh	5	11	6	10
Rice	3	1	0	6
Rochester	7	3	8	5
Rutgers	2	3	3	8
South Carolina	1	0	3	5
St. Johns	0	5	3	1
St. Louis	4	0	2	7
SUNY-Buffalo	0	0	0	7
Syracuse	4	9	1	5
Tennessee	3	2	4	8
Texas	11	14	15	20
TCU	0	2	2	5
Texas Tech	2	6	3	2
Tulane	4	8	12	7
USC	7	11	13	11
Vanderbilt	9	6	7	13
Virginia	4	8	6	15
Washington U	1	5	2	3
Wayne State	5	5	5	2
Total	543	672	693	799
% of Ph.D.'s in this field in particular year	98%	98%	99%	94%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

AMERICAN ASSOCIATION OF TEACHERS OF FRENCH
Executive Secretary, F. W. Nachtmann, University of Illinois, 56 E. Armory Avenue, Champaign, Illinois 61820.

Chairmen whose foreign language departments are members of the newly created Association of Departments of Foreign Languages (ADFL) may list vacancies in the November, March, and May issues of the Foreign Language Vacancy List. Modeled along the lines of the Association of Departments of English, ADFL will publish a Bulletin, conduct seminars and serve as a forum for the discussion of ideas and problems common to foreign language departments. Membership in ADFL ($15 per department) also entitles chairmen to use the Faculty Exchange File Room at the MLA Annual Meeting. For further information write to the ADFL Office at the above address.

MEETINGS:
27-30, December 1969, Denver Hilton Hotel, Denver, Colorado

27-29 or 30 December 1970, Americana and New York Hilton Hotels, New York City.

PH.D.'S CONFERRED IN FRENCH

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	0	0	0	0
Harvard	0	0	0	0
Yale	13	2	9	9
Wisconsin	7	6	0	4
Columbia	12	9	9	23
Princeton	0	0	0	0
Michigan	2	2	2	3
UCLA	2	4	7	3
Penn	0	1	1	3
Chicago	0	2	2	1
Illinois	2	1	9	5
Johns Hopkins	2	4	1	2
NC-Chapel Hill	1	3	1	1
Stanford	2	1	1	2
Texas	0	0	3	0
Brown	3	0	0	4
Indiana	2	3	1	4
NYU	4	2	5	3
Ohio State	1	2	0	0
Cornell	0	0	1	3
*				
Arizona	0	0	0	2
Bryn Mawr	2	1	0	1
Catholic U	2	0	3	1
Colorado	1	2	3	3
Connecticut	1	1	0	1
Duke	0	1	1	1
Fordham	1	3	1	5
Georgetown U	0	0	1	0

PH.D.'S CONFERRED IN FRENCH

	1963-64	1964-65	1965-66	1966-67
Iowa	1	1	0	1
Kansas	0	0	0	1
LSU	0	0	6	2
Maryland	0	2	0	0
Michigan State	0	0	2	1
Minnesota	2	1	0	1
Missouri	1	1	2	2
Northwestern	5	1	1	1
Occidental	0	0	0	1
Oklahoma	0	1	1	0
Pittsburgh	1	3	2	4
Rice	0	1	1	1
Rutgers	0	1	1	3
Syracuse	2	0	1	1
Tulane	0	0	1	3
USC	1	2	0	0
Wayne State	0	2	1	1
Total	73	66	80	107
% of Ph.D's in this field in particular year	96%	92%	100%	100%

*The twenty institutions listed above are given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

AMERICAN ASSOCIATION OF TEACHERS OF GERMAN
Mr. Hans Werner Deeken, 339 Walnut Street, Philadelphia, Penna. 19106

Colleges may list vacancies. Mrs. P. A. Ball, Placement Bureau Director, will send 2-page data sheets of selected candidates to chairmen or deans who may then communicate with desirable candidates. No charge.

CONVENTION:
November 28-30, 1969, Jung Hotel, New Orleans, Louisiana

There will be a Placement Service at the Convention. Complete file of current candidates, including those who register at the convention, will be available. No charge to deans and department chairmen.

PH.D.'s CONFERRED IN GERMAN

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	2	4	4	4
Harvard	3	1	0	0
Yale	3	3	3	3
Texas	7	3	6	6
Penn	2	1	1	2
Princeton	0	0	2	5
Indiana	5	3	5	3
Cornell	0	1	3	0
Ohio State	4	2	3	4
Columbia	1	1	3	1
Michigan	2	2	3	6
Chicago	3	3	1	3
Illinois	0	5	1	3
Wisconsin	0	0	2	4
Stanford	3	4	4	9
Northwestern	3	2	1	3
Brown	1	0	0	2
Washington (Seattle)	0	0	3	0
Johns Hopkins	5	2	1	1
North Carolina	1	0	1	1
UCLA	2	4	0	0
*				
Boston U	1	0	1	0
Bryn Mawr	1	0	0	1
Catholic U	0	0	1	0
Cincinnati	1	0	3	0
Colorado	0	0	6	4
Connecticut	0	0	4	0
Georgetown	0	1	1	1
George Washington	0	0	1	0
Iowa	1	1	1	6
Kansas	2	2	2	0
LSU	3	0	0	0
Maryland	1	1	0	0
Michigan State	1	2	0	2

PH.D.'s CONFERRED IN GERMAN

	1963-64	1964-65	1965-66	1966-67
Middlebury	1	1	0	0
Minnesota	2	0	3	1
NYU	2	4	7	3
Penn State	0	1	1	0
Rice	3	0	3	0
Rutgers	1	2	1	3
Syracuse	0	1	0	0
Tulane	3	3	6	2
USC	3	0	1	5
Utah	0	1	1	0
Vanderbilt	0	1	3	4
Washington (Mo.)	0	1	0	1
Total	73	63	93	93
% of Ph.D.'s in this field in particular year	97%	100%	100%	100%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

AMERICAN HISTORICAL ASSOCIATION
John Rumbarger, 400 "A" Street, S. E., Washington, D. C. 20003

College may list vacancies in the AHA NEWSLETTER which will be published only once unless notified a second time. There is no charge. Will search the candidate file upon request. No charge.

CONVENTIONS:
December 28-30, 1969, Sheraton and Shoreham Hotels, Washington, D. C.
December 28-30, 1970, Sheraton Boston Hotel, Boston, Massachusetts
December 28-30, 1971, New York Hilton Hotel, New York City

College may list vacancies through Professional Register, at above address. No charge. May list in advance or during the meeting.

PH.D.'S CONFERRED IN HISTORY

	1963-64	1964-65	1965-66	1966-67
Harvard	50	34	40	39
Cal-Berkeley	26	33	29	27
Yale	17	15	15	15
Columbia	48	30	45	12
Wisconsin	22	27	33	41
Princeton	9	7	10	11
Chicago	15	23	17	20
Stanford	3	9	14	11
Cornell	8	9	6	10
Michigan	11	5	9	11
Johns Hopkins	6	10	3	5
UCLA	7	15	12	11
Penn	13	14	8	10
Northwestern	6	9	9	9
Illinois	9	7	3	13
Minnesota	7	6	15	11
Duke	9	16	18	11
Indiana	15	13	12	14
North Carolina	8	15	10	11
Washington (Seattle)	7	11	6	15
*				
American U	2	5	5	5
Boston U	4	4	5	5
Case Western Reserve	7	13	4	2
Catholic U	7	5	7	3
Colorado	10	10	11	6
Florida State	4	9	4	11
Fordham	1	4	4	6
Georgia	7	4	9	13
Georgetown	4	11	8	12
Iowa	9	11	10	7
Kansas	2	7	2	6

PH.D.'S CONFERRED IN HISTORY

	1963-64	1964-65	1965-66	1966-67
Kentucky	3	2	5	7
Maryland	4	5	5	8
Michigan State	2	2	6	8
Mississippi State	1	5	5	3
Missouri	1	7	8	14
Nebraska	4	3	4	7
New Mexico	3	8	6	6
Notre Dame	6	5	2	6
NYU	7	12	12	14
Ohio State	8	7	10	12
Oklahoma	3	7	8	11
Oregon	6	6	6	7
Pittsburgh	4	1	2	5
Rochester	9	6	5	7
Rutgers	3	3	3	12
St. Johns	4	4	5	1
St. Louis	10	9	8	12
Syracuse	1	2	7	4
Texas	8	10	8	12
Tulane	3	3	6	6
USC	9	9	4	9
Vanderbilt	2	6	3	5
Virginia	6	3	10	11
Wayne State	0	0	2	6
Total	460	516	523	576
% of Ph.D.'s in this field in particular year	91%	90%	87%	88%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

HOME ECONOMICS (ALL AREAS)

PH.D.'S CONFERRED IN HOME ECONOMICS

	1966-67
Brigham Young	1
Cal-Berkeley	2
Colorado State	1
Cornell	5
Florida State	6
Illinois	1
Iowa	2
Iowa State	2
Kansas State	2
Michigan State	2
Minnesota	2
Missouri	2
NC-Greensboro	2
Ohio State	5
Oklahoma State	1
Oregon State	1
Penn State	5
Purdue	4
Rutgers	2
Syracuse	1
Texas Woman's U.	5
V.P.I.	6
Wisconsin	6
Total	66
% of Ph.D.'s in this field in particular year	100%

LIBRARY SCIENCE

AMERICAN LIBRARY ASSOCIATION
Mrs. A. A. Mendelsohn, 50 East Huron Street
Chicago, Illinois 60611

College may list vacancies which will be published in the ALA BULLETIN. Rates: $1.25 per printed line; ALA members 75¢. ALA does not have a placement service. However, vacancies may be listed with National Registry for Librarians, 208 South LaSalle Street, Chicago, Illinois 60604. No charge.

CONVENTIONS:
June 28-July 4, 1970, Cobo Hall, Detroit, Michigan
June 20-26, 1971 Municipal Auditorium, Dallas, Texas

Placement at the convention is handled through the U. S. Employment Service of the State in which the convention is held. Requests may also be sent to the NRFL who will process it for the convention. No charge.

PH.D.'S CONFERRED IN LIBRARY SCIENCE

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	0	0	1	1
Case Western Reserve	0	1	2	2
Chicago	1	1	1	1
Columbia	0	0	6	2
George Peabody	0	0	1	1
Illinois	4	2	4	5
Michigan	5	5	4	2
Rutgers	3	3	0	2
Total	13	12	19	16
% of Ph.D.'s in this field in particular year	100%	100%	100%	100%

MASTER'S CONFERRED IN LIBRARY SCIENCE

	1965-66	1966-67
Alabama	13	13
Appalachian State	10	14
Arizona	4	7
Arizona State	4	14
Atlanta U	43	66
Auburn	0	4
Ball State	8	9
Cal-Berkeley	133	150
Case Western Reserve	94	116
Catharine Spalding	9	21
Catholic U	91	92
Central Michigan	7	4
Chicago	24	32
Chicago State	27	23
Columbia	199	140
CUNY-Queens	76	91

MASTER'S CONFERRED IN LIBRARY SCIENCE

	1965-66	1966-67
Denver	162	169
Drexel	149	165
East Texas	34	55
Emory	34	NA
Florida State	82	72
George Peabody	102	100
Hawaii	8	35
Illinois	114	137
Immaculate Heart	32	43
Indiana	76	102
Indiana State	8	3
Iowa	13	13
Kansas State (Emporia)	29	21
Kent State	33	14
Kentucky	32	33
LSU	73	89
Long Island U	39	72
Maryland	0	49
Marywood	5	11
Michigan	218	220
Minnesota	56	67
Mississippi	11	12
NC-Chapel Hill	72	90
North Texas	16	16
Northern Illinois	7	5
Oklahoma	64	62
Oregon	20	27
Pittsburgh	181	198
Pratt Institute	118	110
Rhode Island	24	46
Rosary C	77	130
Rutgers	177	191
St. Johns	31	29
San Jose State	16	27
Simmons	131	144
SUNY-Albany	78	82
SUNY-Geneseo	58	92
Syracuse	93	101
Texas	23	23
Texas Woman's	28	39
UCLA	59	59
USC	109	107
Villanova	27	76
Washington	144	135
Wayne State	31	48
Western Michigan	66	80
West Virginia	1	4
Wisconsin	102	106
Total	3805	4305
% of Masters in this field in particular year	97%	96%

MATHEMATICS

MATHEMATICAL SCIENCES EMPLOYMENT REGISTER
American Mathematical Society, Post Office Box 6248,
Providence, Rhode Island 02904

The Employment Register issues a list of available applicants and a list of position openings three times a year, in January, May, and August. The deadline for receipt of forms for listing in either list is December 15 for the January issue, April 1 for the May issue, and July 15 for the August issue. There is no charge to either the applicant or employer. The lists can be purchased at $30 for a one-year subscription to both lists; $15.00 for individual copies of both lists; and $5 for a list of positions only.

A List of Retired Mathematicians Available for Employment is free upon request.

Annual meeting:
January 22-25, 1970, Miami, Florida

An employer may request forms from the above address for listing with the Employment Register and may participate in the open Register maintained during the annual meetings.

PH.D.'s CONFERRED IN MATHEMATICS

	1963-64	1964-65	1965-66	1966-67
Harvard	16	11	11	14
Cal-Berkeley	28	25	25	35
Princeton	14	11	24	14
Chicago	8	17	23	9
MIT	26	21	26	18
Stanford	7	17	15	22
Yale	12	8	8	8
NYU	25	33	29	24
Columbia	16	15	9	12
Wisconsin	17	18	17	27
Michigan	10	30	18	21
Illinois	23	13	30	20
Cornell	4	11	13	8
Cal Tech	8	8	11	4
Minnesota	12	10	9	12
UCLA	15	19	26	16
Washington (Seattle)	4	7	11	17
Brown	12	4	4	14
Brandeis	3	5	5	7
Johns Hopkins	1	3	6	2
*				
Adelphi	0	3	0	4
Alabama	0	4	1	3
Arizona	2	7	6	6
Auburn	2	9	3	6

PH.D.'s CONFERRED IN MATHEMATICS

	1963-64	1964-65	1965-66	1966-67
Boston U	0	4	1	2
Brooklyn Tech	2	0	6	6
Cal-Davis	1	1	2	6
Cal-Riverside	0	4	4	5
Carnegie Mellon	10	4	4	8
Case Western Reserve	0	8	4	7
Catholic U	3	6	4	5
Cincinnati	8	1	4	5
Colorado	4	7	10	4
Colorado State University	0	2	3	5
Columbia Teachers College	0	0	6	4
CUNY Graduate Center	0	0	1	6
Dartmouth	0	0	5	2
Duke	2	7	5	7
Florida	3	1	7	7
Florida State	6	5	5	15
George Peabody	3	2	4	0
Georgia	1	1	11	9
Illinois Tech	9	2	6	5
Indiana	9	6	10	7
Iowa	4	8	7	5
Iowa State	5	8	5	9
Kansas	3	8	4	8
Kentucky	2	0	1	4
Lehigh	0	3	5	6
LSU	5	6	5	6
Maryland	5	9	11	18
Michigan State	5	5	2	5
Missouri	1	2	4	0
Montana State	0	0	4	3
Nebraska	1	2	8	8
New Mexico	2	4	1	5
New Mexico State	12	5	1	2
NC-Chapel Hill	11	7	5	3
NC-Raleigh	3	5	3	4
Northwestern	2	4	2	4
Notre Dame	9	4	10	3
Ohio State	7	7	9	6
Oklahoma State	6	7	6	4
Oregon	4	8	9	8
Oregon State	5	10	7	5
Penn	2	3	9	5
Penn State	6	10	5	6
Pittsburgh	10	8	4	3
Purdue	7	19	3	17
Rensselaer	4	3	5	3
Rice	3	3	3	5
Rochester	1	4	4	6
Rutgers	8	2	5	2
South Carolina	0	5	1	1
St. Louis	1	1	3	4
Syracuse	4	5	9	8
Texas	14	7	21	31
TCU	0	1	2	4
Tulane	9	2	3	13

PH.D.'s CONFERRED IN MATHEMATICS

	1963-64	1964-65	1965-66	1966-67
USC	4	0	1	1
Utah	1	7	11	6
Vanderbilt	2	3	1	0
Virginia	4	3	7	5
Washington State	1	7	5	5
Washington U	6	4	2	4
Wayne State	1	6	7	11
Yeshiva	5	2	4	8
Total	511	587	656	706
% of Ph.D.'s in this field in particular year	98%	97%	97%	97%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

MUSIC

PH.D.'S CONFERRED IN MUSIC - INCLUDING SACRED MUSIC

	1963-64	1964-65	1965-66	1966-67
Boston	8	3	1	4
Catholic U	0	5	3	6
Colorado	0	0	2	3
Columbia	2	5	0	1
Florida State	4	6	8	9
George Peabody	0	5	0	6
Harvard	3	4	4	0
Illinois	4	7	9	6
Indiana	22	15	12	12
Iowa	12	8	12	15
Michigan	12	13	13	16
Michigan State	6	4	4	5
Missouri	4	2	0	3
NC-Chapel Hill	1	2	3	1
North Texas	2	3	2	2
NYU	4	1	1	1
Northwestern	9	6	11	11
Ohio State	0	1	2	5
Princeton	4	1	2	5
Rochester	17	17	18	20
Southern Baptist Theo. Seminary	0	1	1	2
Stanford	1	5	12	11
UCLA	3	3	7	2
USC	15	12	14	11
Union Theological Seminary (NY)	4	1	1	4
Washington (Mo.)	1	0	3	4
Washington (Seattle)	1	0	4	4
West Virginia	0	0	1	4
Wisconsin	1	2	0	2
Total	140	132	150	175
% of Ph.D.'s in this field in particular year	88%	94%	92%	95%

NURSING (OR PUBLIC HEALTH NURSING)

MASTER'S CONFERRED IN NURSING

	1966-67
Adelphi	9
Alabama	12
Boston Col.	32
Boston University	193
Cal.-San Francisco	103
Case Western Reserve	17
Catholic U.	86
Cincinnati	9
Colorado	68
CUNY-Hunter	24
DePaul	13
Emory	47
Florida	27
Indiana	28
Maryland	55
Michigan	10
Minnesota	8
N.Y. Medical College	18
Ohio St. Univ.	26
Oregon	8
Penn.	17
Pittsburgh	12
Rutgers	9
St. Louis	10
St. Xavier	13
SUNY-Health Sci. Ctr. Buflo.	12
UCLA	53
Utah	9
Washington (Mo.)	29
Washington (Seattle)	84
Wayne State	34
Yale	17
	1092
% of Master's in this field in particular year	95%

PHILOSOPHY

American Philosophical Association
National Registry of Philosophers
Professional Career and Information Center
1111 20th Street N. W.
Washington, D. C.20036

Write for information concerning procedures.

CONVENTIONS: Three divisional meetings, no national meeting.
For information concerning dates write:

Dr. Alan Pasch, Executive Secretary, National Office APA
Department of Philosophy, University of Maryland, College Park, Md. 20742

PH.D.'S CONFERRED IN PHILOSOPHY

	1963-64	1964-65	1965-66	1966-67
Harvard	11	10	7	8
Michigan	4	4	3	3
Yale	9	16	16	16
Princeton	5	4	3	5
Cornell	2	5	2	3
Cal-Berkeley	3	2	10	6
Columbia	13	7	18	22
Pittsburgh	1	2	0	2
Chicago	4	5	8	8
Stanford	3	5	2	8
UCLA	1	1	5	4
Brown	2	2	1	3
Wisconsin	0	5	2	1
Minnesota	0	1	0	1
Indiana	3	5	1	7
Johns Hopkins	3	0	3	1
Penn	1	6	6	6
Texas	4	1	2	5
Illinois	2	4	1	0
Washington (Seattle)	1	0	2	5
*				
Boston U	6	5	4	6
Bryn Mawr	0	3	1	1
Claremont	0	1	4	5
Duke	4	2	1	4
Duquesne	0	1	3	5
Emory	4	2	3	3
Fordham	3	3	5	5
Georgetown	1	2	1	3
Iowa	3	1	3	2
Maryland	0	0	3	0
Michigan State	0	0	3	4
New School for Social Research	2	1	2	0
NYU	3	0	5	2

PH.D.'S CONFERRED IN PHILOSOPHY

	1963-64	1964-65	1965-66	1966-67
Northwestern	3	3	3	5
NC-Chapel Hill	2	1	1	2
Ohio State	1	2	3	3
Oklahoma	0	0	2	2
Oregon	0	0	0	4
Penn State	2	1	5	0
Rice	0	2	1	2
Rochester	2	0	3	6
Southern Illinois	0	1	1	5
St. Johns	1	0	1	5
SUNY-Buffalo	0	1	5	1
Toledo	0	0	4	0
Tulane	1	1	5	7
USC	3	4	6	2
Utah	0	0	2	1
Vanderbilt	2	2	5	3
Virginia	0	2	1	3
Total	115	126	178	205
% of Ph.D.'s in this field in particular year	94%	98%	96%	93%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

PHYSICS

AMERICAN INSTITUTE OF PHYSICS
Mrs. Margot Breslaw, Placement Service, 335 East 45 Street,
New York, New York 10017

The Placement Service brings the qualifications of registrants to the attention of employers and descriptions of available positions to the attention of physicists seeking employment. There is no charge. Listings of academic openings are published in February, May, August and November of each year. Vacancies will be published once, unless requested for additional times.

PLACEMENT REGISTERS:
January 26-29, 1970, Palmer House, Chicago, Illinois.

April 27-30, 1970, Sheraton-Park Hotel, Washington, D. C.

February 1-4, 1971, New York Hilton, New York City. Placement Register will be located in the Park-Sheraton Hotel.

April 26-29, 1971, Sheraton-Park Hotel, Washington, D. C.

January 31-February 3, 1972, San Francisco, California

April 24-28, 1972, Washington, D. C.

Information about posting job descriptions and participating in the Placement Registers may be obtained by writing to the New York address in advance of the meetings.

PH.D.'S CONFERRED IN PHYSICS

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	48	49	65	63
Cal Tech	14	18	16	35
Harvard	24	21	20	23
Princeton	11	28	24	18
Stanford	9	25	14	31
MIT	37	34	42	51
Columbia	31	25	29	32
Illinois	25	22	30	45
Cornell	17	26	25	36
Chicago	12	21	16	29
Yale	11	30	30	30
Wisconsin	20	16	23	25
Michigan	23	12	8	23
Rochester	9	8	13	16
Penn	12	10	17	24
Maryland	17	24	21	27
Minnesota	3	10	8	15
Washington (Seattle)	6	10	16	6
Johns Hopkins	13	8	19	11
UCLA	11	12	12	25
* Adelphi	0	0	1	5

PH.D.'S CONFERRED IN PHYSICS

	1963-64	1964-65	1965-66	1966-67
Alabama	5	4	2	3
Arizona	2	6	2	5
Arizona State	4	3	3	4
Arkansas	1	5	0	4
Boston U	4	4	3	4
Brandeis	7	6	11	6
Brigham Young	2	4	1	3
Brown	12	11	16	11
Cal-Riverside	1	8	11	4
Cal-San Diego	5	7	11	12
Carnegie Mellon	14	8	13	11
Case Western Reserve	10	13	7	12
Catholic U	8	13	11	14
Cincinnati	7	5	2	0
Colorado	18	16	14	5
Connecticut	4	5	4	2
Delaware	0	3	3	5
Duke	12	9	12	9
Florida	3	12	13	9
Florida State	3	8	2	8
Georgia Tech	2	8	6	8
Georgetown U	3	5	1	5
Illinois Tech	2	7	5	7
Indiana	15	6	10	3
Iowa	3	6	11	6
Iowa State	6	15	7	22
Kentucky	0	3	5	4
Lehigh	3	3	6	6
LSU	5	5	4	8
Michigan State	7	11	5	13
Missouri	4	4	4	7
New Mexico State	5	6	5	6
New Mexico U	2	4	2	4
NYU	12	11	11	21
NC-Chapel Hill	3	15	10	5
NC-Raleigh	1	4	3	3
Northeastern	0	0	2	4
Northwestern	1	5	4	8
Notre Dame	10	7	8	13
Ohio	1	5	3	10
Ohio State	10	19	18	9
Oklahoma	2	5	1	7
Oklahoma State	2	4	8	3
Oregon State	4	5	3	1
Oregon U	5	4	0	8
Penn State	21	19	30	19
Pittsburgh	2	12	13	9
Purdue	14	16	18	16
Rensellaer	10	13	10	15
Rice	8	14	0	13
Rutgers	2	10	7	13
Stevens	7	9	5	4
St. Louis	3	2	1	4

PH.D.'S CONFERRED IN PHYSICS

	1963-64	1964-65	1965-66	1966-67
SUNY-Alabany	0	7	0	0
SUNY-Buffalo	3	7	4	8
Syracuse	11	9	10	10
Tennessee	1	10	7	11
Texas A&M	6	7	12	10
Texas U	14	13	20	19
Tufts	0	3	1	5
USC	0	4	2	5
Utah	4	4	3	8
V.P.I.	2	1	4	7
Vanderbilt	12	7	12	6
Virginia	12	1	11	11
Washington State	5	1	6	5
Washington U (St. Louis)	7	9	8	7
Wayne State	1	4	1	11
Yeshiva	0	2	2	8
Total	728	910	919	1116
% of Ph.D.'s in this field in particular year	94%	97%	94%	94%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

POLITICAL SCIENCE

AMERICAN POLITICAL SCIENCE ASSOCIATION
Mrs. Anne Feeney, Director, Personnel Service, 1527 New Hampshire Ave., Washington, D. C. 20036

Vacancies may be listed for the Personnel Service Newsletter and will be published in each issue requested. No charge. The Association will not search candidate files, but at the request of the college, will send credentials of candidates who wrote the college in response to the listing in the Newsletter.

The APSA maintains a Registry of Retired Professors. Write Director at above address.

CONVENTIONS:
September 6-10, 1970, Biltmore Hotel, Los Angeles, California.

U. S. Employment Service handles placement at conventions. Forms can be obtained from the APSA Washington office or from the State USES in which the convention is held.

PH.D.'S CONFERRED IN POLITICAL SCIENCE

	1963-64	1964-65	1965-66	1966-67
Yale	6	6	6	6
Harvard	24	23	22	28
Cal-Berkeley	12	16	15	20
Chicago	15	5	13	14
Columbia	20	26	29	30
Princeton	12	6	12	16
MIT	0	11	7	9
Wisconsin	1	9	6	10
Stanford	8	3	4	4
Michigan	7	10	12	9
Cornell	2	5	4	7
Northwestern	8	8	6	6
UCLA	9	4	3	16
Indiana	12	10	12	6
North Carolina	10	12	8	5
Minnesota	8	12	8	9
Illinois	4	5	5	6
Johns Hopkins	3	2	2	1
Duke	5	4	10	7
Syracuse	5	4	7	4
*				
American U	3	5	1	5
Arizona	2	1	0	5
Brown	0	2	4	2
Claremont	13	11	6	12
Colorado	1	6	6	10
Florida	2	5	5	3
Florida State	0	1	6	9
Georgetown U	9	6	4	8
Iowa	4	4	1	6

PH.D.'S CONFERRED IN POLITICAL SCIENCE

	1963-64	1964-65	1965-66	1966-67
Maryland	3	5	6	3
Michigan State	0	5	9	4
Missouri	4	0	2	4
New School	1	0	1	5
Notre Dame	0	2	0	4
NYU	5	9	18	9
Ohio State	2	2	6	2
Oklahoma	1	6	6	2
Oregon	3	2	7	9
Penn	7	7	3	5
Pittsburgh	2	5	1	4
Rutgers	1	2	1	4
Texas	4	1	5	0
Tufts	0	0	0	0
Tulane	2	1	2	4
USC	1	0	2	9
Utah	0	0	1	4
Vanderbilt	0	3	5	4
Virginia	3	1	4	3
Washington(Seattle)	2	5	4	6
Total	246	278	307	358
% of Ph.D.'s in this field in particular year	94%	91%	91%	92%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

PSYCHOLOGY

(INCLUDING GENERAL, CLINICAL, COUNSELING, SOCIAL, AND EDUCATIONAL PSYCHOLOGY)

AMERICAN PSYCHOLOGICAL ASSOCIATION
Dr. Tena Cummings, 1200 Seventeenth Street, N.W.
Washington, D. C. 20036

Deans may list vacancies which are published in the monthly Employment Bulletin. Minimum fee is $5 for five lines or less published once.

CONVENTIONS:
1970 September 4 - September 8 - Miami, Florida

Vacancies may be listed in the Convention Placement Bulletins, one of which is prepared for the regional conventions in the Spring and another for the APA Convention in the Fall. $5 per listing. There is a $10 fee charged for services of the Placement Office at the APA Convention.

PH.D.'S CONFERRED IN PSYCHOLOGY

	1963-64	1964-65	1965-66	1966-67
Harvard	16	20	18	11
Stanford	14	15	27	18
Michigan	40	22	41	32
Cal-Berkeley	28	25	32	15
Yale	7	14	14	14
Illinois	16	26	21	26
Minnesota	21	19	21	34
Wisconsin	8	8	13	12
Brown	5	7	7	9
Iowa	21	13	14	13
Penn	8	9	9	12
Indiana	10	9	13	13
UCLA	23	20	19	29
Columbia	45	38	19	15
Johns Hopkins	4	2	7	5
Northwestern	11	10	10	12
Chicago	7	8	18	9
Duke	7	4	12	10
Cornell	9	4	6	6
Ohio State	35	17	25	31
*				
Adelphi	9	9	10	0
Alabama	6	0	4	4
American	2	9	4	5
Arizona	3	7	10	8
Baylor	6	4	3	6
Boston U	11	8	23	13
Brandeis	3	7	1	5
Case Western Reserve	14	13	8	18
Catholic U	11	8	8	12
Clark	9	5	4	4
Claremont	4	6	8	18
Colorado	12	10	19	10
Columbia Tchrs. Col.	0	0	27	60

PH.D.'S CONFERRED IN PSYCHOLOGY

	1963-64	1964-65	1965-66	1966-67
Connecticut	9	10	10	8
Duquesne	1	2	2	7
Emory	1	3	1	5
Florida	15	15	18	8
Florida State	8	14	12	15
Fordham	10	7	6	12
George Peabody	7	6	6	11
George Washington	4	6	3	12
Georgia	[illegible]	8	7	13
Hawaii	[illegible]	[illegible]	6	2
Houston	13	14	20	19
Illinois Tech	4	4	6	6
Kansas	10	10	5	15
Kansas State	2	2	6	7
Kentucky	12	6	7	5
Loyola	6	7	6	14
LSU	7	6	6	8
Maryland	6	5	4	11
Massachusetts	3	9	15	15
Miami (Florida)	6	3	4	8
Michigan State	17	22	21	23
Missouri	4	2	10	9
Nebraska	4	7	4	6
NIU	46	29	37	24
NC-Chapel Hill	13	10	17	4
Oklahoma	11	9	0	17
Oklahoma State	1	7	3	7
Oregon	4	3	11	19
Penn State	8	6	9	9
Pittsburgh	5	7	14	6
Princeton	13	5	15	10
Purdue	30	28	26	28
Rochester	10	9	6	12
Rutgers	[illegible]	4	10	6
Southern Illinois	5	2	8	12
St. Johns	3	5	1	7
St. Louis U	5	2	4	13
SUNY-Buffalo	10	5	8	14
Syracuse	6	16	7	10
TCU	6	3	5	7
Temple	8	4	7	25
Tennessee	7	6	6	2
Texas	10	14	14	21
Tufts	[illegible]	[illegible]	4	5
Tulane	3	5	4	6
USC	12	11	15	17
Utah	5	7	12	26
Vanderbilt	11	3	11	8
Virginia	4	3	1	5
Washington	20	8	16	7
Washington U.	7	9	13	25
Wayne State	10	11	12	13
Yeshiva	13	0	19	24
Total	904	776	975	1149
% of Ph.D.'s in this field in particular year	96%	92%	93%	94%

*The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

RUSSIAN

MODERN LANGUAGE ASSOCIATION OF AMERICA
Mrs. Judith Coppi, Faculty Exchange
62 Fifth Avenue, New York 10011

Chairmen whose foreign language departments are members of the newly created Association of Departments of Foreign Languages (ADFL) may list vacancies in the November, March, and May issues of theForeign Language Vacancy List. Modeled along the lines of the Association of Departments of English, ADFL will publish a Bulletin, conduct seminars and serve as a forum for the discussion of ideas and problems common to foreign language departments. Membership in ADFL ($15 per department) also entitles chairmen to use the Faculty Exchange File Room at the MLA Annual Meeting. For further information write to the ADFL Office at the above address.

MEETINGS:
27-30 December 1969, Denver Hilton Hotel, Denver, Colorado

27-29 or 30 December 1970, Americana and New York Hilton Hotels, New York City.

PH.D.'S CONFERRED IN RUSSIAN

	1963-64	1964-65	1965-66	1966-67
Bryn Mawr	0	0	1	0
Cal-Berkeley	3	2	0	0
Chicago	0	1	0	2
Columbia	1	0	0	0
Cornell	0	0	1	0
Georgetown	1	1	1	1
Harvard	6	0	0	0
Illinois	0	0	0	1
Indiana	0	0	1	3
NYU	0	1	1	0
Penn	1	3	2	3
Texas	0	0	1	0
Yale	2	1	1	1
Total	14	9	9	11
% of Ph.D.'s in this field in particular year	100%	100%	100%	100%

SOCIAL WORK, ADMINISTRATION, WELFARE

COUNCIL ON SOCIAL WORK EDUCATION
Dr. Arnulf M. Pins
345 E. 46th Street
New York, New York 10017

If the department offering social work courses is a constituent member of the Council, vacancies may be listed and will be sent to applicants three times per year, January, March and May.

Council members may use files in Council office at any time, at Annual Program Meeting listed below and at National Conference on Social Welfare Forum in May.

CONVENTIONS:
January 21-23, 1970, Williamsburg, Virginia
January 26-29, 1971, Olympic Hotel, Seattle, Washington

PH.D.'S CONFERRED IN SOCIAL WORK, ADMINISTRATION WELFARE

	1963-64	1964-65	1965-66	1966-67
Brandeis	4	3	8	10
Bryn Mawr	0	1	3	5
Cal-Berkeley	2	1	5	4
Case Western Reserve	3	3	3	3
Catholic U	1	5	5	4
Chicago	5	2	5	5
Columbia	7	8	9	5
Florida State	1	0	1	0
Minnesota	3	0	3	0
Michigan	1	0	2	1
Ohio State	1	1	2	0
Penn	6	4	5	6
Pittsburgh	2	1	0	5
Smith	0	0	3	3
SUNY-Buffalo	0	2	0	1
Tulane	2	2	0	3
USC	2	1	9	6
Washington	3	0	0	0
Washington U (Mo.)	2	2	1	2
TOTAL	42	34	64	63
	13%	10%	19%	19%

% of Ph.D.'s in this field in particular year

MASTER'S CONFERRED IN SOCIAL WORK, ADMINISTRATION, WELFARE

	1966-67		1966-67
Adelphi	51	Nebraska	29
Arizona State	23	NYU	110
Arkansas	1	Ohio State	56
Atlanta U	31	Oklahoma	42
Austin	63	Our Lady of the Lake Col.	34
Austin College	62	Penn	79
Bryn Mawr	42	Pittsburgh	87
Cal-Berkeley	155	Portland State	27
Case Western Reserve	88	Puerto Rico	38
Catholic U	44	Rutgers	89
Chicago	130	Sacramento State	27
Columbia	192	San Diego	46
Connecticut	53	Scarritt	3
CUNY-Hunter	54	Simmons	58
Denver	95	Smith	63
Florida State	97	St. Louis	53
Fordham	100	SUNY-Albany	25
Fresco State	32	SUNY-Buffalo	..
Georgia	16	Syracuse	54
Hawaii	25	Tennessee	74
Howard U	92	Texas	34
Illinois	80	Tulane	98
Indiana	51	UCLA	65
Iowa	25	USC	71
Kansas	33	Utah	80
Loyola U	42	Va. Commonwealth	50
LSU	47	Washington (Seattle)	100
Louisville	51	Washington U (Mo.)	80
Maryland	49	Wayne State	110
Michigan	205	Wisconsin (Madison)	58
Michigan State	46	Wisconsin (Milwaukee)	89
Minnesota	65	West Virginia	31
Missouri	58	Yeshiva	36
NC-Chapel Hill	57		
		Total	4220
% of Master's in this field in particular year			100%

SOCIOLOGY

AMERICAN SOCIOLOGICAL ASSOCIATION
Employment Bulletin, 1001 Connecticut Avenue, N. W.
Washington, D. C. 20036

Vacancies may be listed for $10 each vacancy published once in THE AMERICAN SOCIOLOGIST.

CONVENTIONS:
1969 - September 1-4, San Francisco Hilton Hotel, San Francisco, California
1970 - August 31-September 3, Sheraton Park Hotel, Washington, D. C.
1971 - August 30-September 2, Denver Hilton Hotel, Denver, Colorado
1972 - August 28-31, Marriott Hotel, New Orleans, Louisiana
1973 - August 27-30, New York Hilton Hotel, New York, New York
1974 - August 26-29, Queen Elizabeth Hotel, Montreal, Quebec
1975 - August 25-28, San Francisco Hilton Hotel, San Francisco, California

Convention placement is handled by Mrs. Alice Myers at the Washington address. Vacancies must be listed with her between May 15 and the time of the convention.

PH.D.'S CONFERRED IN SOCIOLOGY

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	8	5	8	17
Harvard	6	7	7	6
Columbia	13	7	8	20
Chicago	8	16	13	12
Michigan	6	5	6	3
Wisconsin	2	3	13	18
Cornell	5	12	2	11
Princeton	7	5	2	6
Minnesota	14	5	4	9
North Carolina	5	7	6	6
UCLA	7	3	4	9
Stanford	0	1	7	6
Washington (Seattle)	4	8	4	8
Northwestern	2	8	3	2
Yale	3	5	5	5
Washington (St. Louis)	4	2	0	7
Michigan State	2	10	8	12
Indiana	3	4	4	5
Texas	2	3	6	5
Johns Hopkins	0	0	2	5
*				
American	5	1	1	3
Boston U	0	2	0	1
Brandeis	0	0	2	2
Brown	2	1	4	2
Catholic U	3	9	4	5
CUNY-Hunter	0	2	0	0
Colorado	2	3	4	2
Connecticut	0	0	3	5

Ph.D.'s CONFERRED IN SOCIOLOGY

	1963-64	1964-65	1965-66	1966-67
Duke	0	3	2	3
Emory	1	1	2	0
Florida	1	0	0	4
Florida State	2	6	6	5
Fordham	1	1	5	1
Illinois	6	2	3	5
Iowa	6	7	2	4
Iowa State	2	2	6	11
Kentucky	2	1	3	5
MSU	2	2	2	5
Loyola	3	2	0	3
Maryland	3	4	4	3
Massachusetts	0	0	4	4
Mississippi State	3	2	0	4
Missouri	3	8	6	9
Nebraska	1	2	2	3
New School for Soc. Research	3	5	2	10
NYU	7	8	7	4
Notre Dame	1	1	3	1
Ohio State	4	7	6	7
Oregon	6	3	4	3
Penn	0	1	5	0
Penn State	1	4	3	2
Pittsburgh	1	1	1	1
Purdue	2	5	5	3
St. Johns	0	2	0	0
St. Louis U	2	1	3	3
SUNY-Buffalo	2	1	3	1
Syracuse	3	1	1	2
Tennessee	2	4	0	1
Tulane	0	3	2	1
USC	2	0	7	4
Utah	1	0	1	2
Washington State	1	2	3	3
Wayne State	3	3	5	6
Total	195	230	241	321
% of Ph.D.'s in this field in particular year	98%	100%	99%	98%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

MODERN LANGUAGE ASSOCIATION OF AMERICA
Mrs. Judith Coppi, Faculty Exchange
62 Fifth Avenue, New York 10011

Chairmen whose foreign language departments are members of the newly created Association of Departments of Foreign Languages (ADFL) may list vacancies in the November, March, and May issues of the Foreign Language Vacancy List. Modeled along the lines of the Association of Departments of English, ADFL will publish a Bulletin, conduct seminars and serve as a forum for the discussion of ideas and problems common to foreign language departments. Membership in ADFL ($15 per department) also entitles chairmen to use the Faculty Exchange File Room at the MLA Annual Meeting. For further information write to the ADFL Office at the above address.

MEETINGS:

27-30 December 1969, Denver Hilton Hotel, Denver, Colorado

27-29 or 30 December 1970, Americana and New York Hilton Hotels, New York City

PH.D.'s CONFERRED IN SPANISH

	1963-64	1964-65	1965-66	1966-67
Cal-Berkeley	0	0	0	0
Harvard	0	0	0	0
Yale	0	3	3	3
Wisconsin	6	4	5	4
Columbia	3	10	3	4
Princeton	0	0	0	0
Michigan	1	2	2	2
UCLA	5	0	1	0
Penn	0	2	2	0
Chicago	0	2	0	1
Illinois	2	3	4	7
Johns Hopkins	1	0	3	3
North Carolina	1	1	1	3
Stanford	1	2	3	3
Texas	2	3	1	0
Brown	0	1	1	2
Indiana	1	1	2	2
NYU	3	3	2	8
Ohio State	2	2	1	3
Cornell	0	0	1	1
*				
Arizona	0	0	2	3
Bryn Mawr	0	1	2	0
Catholic U	1	0	2	0
Colorado	0	1	3	2
Connecticut	0	0	2	2

PH.D.'s CONFERRED IN SPANISH

	1963-64	1964-65	1965-66	1966-67
Duke	0	0	1	0
Florida	1	0	1	1
Florida State	0	2	0	3
Fordham	6	0	0	0
Georgia	0	0	0	1
Georgetown U	0	1	2	2
Iowa	1	4	0	3
Kansas	1	2	1	2
LSU	2	0	2	1
Maryland	0	1	3	2
Miami	0	0	0	1
Michigan State	0	0	1	1
Minnesota	1	2	4	2
Missouri	1	1	1	7
New Mexico	1	1	0	3
Northwestern	0	0	3	0
Oklahoma	0	1	1	2
Pittsburgh	0	1	0	2
Puerto Rico	0	0	2	3
Rutgers	0	0	1	1
St. Johns	0	0	0	1
St. Louis U	0	2	2	1
Southeast Missouri State	0	2	0	0
Tulane	0	1	4	6
USC	3	0	5	7
Virginia	0	1	2	3
Washington (Mo.)	0	1	0	0
West Virginia	0	0	0	1
Total	46	64	82	109
% of Ph.D.'s in this field in particular year	98%	98%	100%	100%

* The twenty institutions listed above are those given top quality rating by the Cartter study. The institutions listed below have significant Ph.D. productivity in this discipline.

SPEECH AND DRAMATIC ARTS

SPEECH ASSOCIATION OF AMERICA
Dr. William Work, Executive Secretary, Statler-Hilton Hotel,
New York, N. Y. 10001

Colleges may list vacancies in monthly Placement Service Bulletin until filled or withdrawn. No charge. Interviews arranged at annual convention.

CONVENTIONS:
December 27-30, 1969, Statler-Hilton Hotel, New York City
December 27-30, 1970, Jung Hotel, New Orleans
December 27-30, 1971, Hilton Hotel, San Francisco
December 27-30, 1972, Palmer House, Chicago

PH.D.'S CONFERRED IN SPEECH AND DRAMATIC ARTS

	1963-64	1964-65	1965-66	1966-67
Carnegie Mellon	0	3	5	2
Columbia	10	7	0	0
Columbia-Teachers College	0	0	1	4
Cornell	6	3	3	2
Denver	12	11	6	8
Florida	4	3	6	3
Florida State	1	1	0	1
Illinois	8	16	5	10
Indiana	6	5	10	11
Iowa	11	9	11	5
Kansas	2	1	9	4
LSU	9	5	2	10
Michigan	7	3	7	10
Michigan State	8	13	11	21
Minnesota	4	11	7	12
Mississippi	0	0	0	3
Missouri	2	6	7	5
NYU	4	6	6	7
Northwestern	17	29	24	22
Occidental	0	0	0	2
Ohio	4	5	6	1
Ohio State	22	17	13	24
Oklahoma	5	4	7	0
Oregon	2	3	2	5
Penn State	2	1	2	8
Purdue	0	1	11	3
Pittsburgh	3	5	3	3
Southern Illinois	5	2	5	6
Stanford	5	9	9	2
Syracuse	0	0	0	3
Tulane	4	4	4	5
UCLA	1	2	2	4
University Colorado	0	0	0	4
USC	2	5	6	6

PH.D.'S CONFERRED IN SPEECH AND DRAMATIC ARTS

	1963-64	1964-65	1965-66	1966-67
Washington	4	5	4	8
Wayne State	9	7	13	9
Wisconsin	13	19	17	5
Yale	3	7	7	7
Total	195	228	231	245
% of Ph.D.'s in this field in particular year	95%	99%	96%	98%

Appendix IV
Consultants

Cooperative College Registry

Director: Mrs. Elizabeth S. Fisher
Associate Director: Edward B. Gross

(202) 223-2807

One Dupont Circle N.W.
Washington, D.C. 20036

July 16, 1970

PRESS RELEASE

The Cooperative College Registry announces today the selection of a group of prominent representatives of higher education to serve as consultants to the organization:

George E. Arnstein, Institution Relations Officer, National Science Foundation, Washington, D.C.; David G. Brown, Provost, Miami University, Oxford, Ohio; James R. Buchholz, Vice-President, Rochester Institute of Technology, Rochester, New York; John Caffrey, Director, Commission on Administrative Affairs, American Council on Education, Washington, D.C.; Allan M. Cartter, Chancellor, New York University, New York, New York; D. Francis Finn, Executive Vice President, National Association of College and University Business Officers, Washington, D.C.; William W. Jellema, Executive Associate and Research Director, Association of American Colleges, Washington, D.C.; Thomas M. Law, Vice President for Academic Affairs, Washington Technical Institute, Washington, D.C.; Samuel H. Magill, President, Council of Protestant Colleges and Universities, Washington, D.C.; Allan W. Ostar, Executive Director, American Association of State Colleges and Universities, Washington, D.C.; Wilhelm Reuning, Dean, Susquehanna University, Selingsgrove, Pennsylvania; David N. Ruth, Associate Professor of Sociology, American University, Washington, D.C.; Charles E. Whittle, Dean, Centre College, Danville, Kentucky; Charles W. Whitworth, Dean, Shorter College, Rome, Georgia; and J. L. Zwingle, Executive Vice President, Association of Governing Boards of Universities and Colleges, Washington, D.C.

The consultants will serve in an advisory capacity in administrative matters dealing specifically with problems such as manpower distribution in academia in the face of the current over-supply of available teachers, and the implications of this and related problems for the future role of the Cooperative College Registry.

A non-profit educational organization formerly located in Philadelphia and now housed in the new National Center for Higher Education in Washington, D.C., the Cooperative College Registry is in its seventh year of operation, serving over 300 private liberal arts colleges and universities in the procurement of faculty and administrative personnel.

Sponsored by 10 Protestant denominations in the interest of higher education, the Cooperative College Registry serves institutions related to the sponsors as well as other private liberal arts colleges and universities which are accepted into membership.

BOARD OF DIRECTORS

W. Howard Bramlette, Chairman, Nashville, Tennessee
Mrs. Lois C. Benton, Nashville, Tennessee
Miss Birgit Birkeland, Minneapolis, Minnesota
Robert E. Davis, Valley Forge, Pennsylvania
John B. Evans, Richmond, Virginia
A. Theodore Kachel, New York, New York
Morley J. Mays, Elizabethtown, Pennsylvania
William L. Miller, Jr., Indianapolis, Indiana
Richard J. Peterson, New York, New York
Harold H. Viehman, Philadelphia, Pennsylvania

Appendix V

COOPERATIVE
COLLEGE
REGISTRY

One Dupont Circle, N.W. Suite 20
Washington, D. C. 20036
Tel: (202) 223-2697

EXECUTIVE DIRECTOR
Donald L. Lowdermilk

TO CCR MEMBER COLLEGES AND UNIVERSITIES

We have received your CCR membership form. We are glad that you have chosen membership in CCR and look forward to being of service to your institution. As requested, the billing for the annual membership fee is enclosed.

Several additional Vacancy Listing Forms are enclosed for your use in requesting candidate referrals. Requests for referrals can also be made by letter or telephone.

We are prepared to give you personalized service in every way possible.

* CCR will use all resources available to develop a file of candidates of high quality for your use. Matching qualifications of candidates to position requirements will be done by CCR Candidate Secretaries, each of whom carries responsibility throughout the year for certain disciplines, developing wide knowledge of candidate qualifications within the disciplines.

* The file of active candidates is always available for your use in the CCR office.

* CCR will provide leads for senior-level positions from the confidential Permanent Resource File. This operates more effectively through a visit to the Washington office than through a letter or phone request because of the limitations some PRF registrants have placed on the manner in which information about them may be used.

* CCR files will be well supplied with candidates for all teaching disciplines, academic administrators, and non-academic administrative personnel.

* CCR files will be available for your use at the annual conventions of selected educational associations. These will be announced at a later date.

We invite you to list all of your needs with us. Please be assured of our desire to give you personalized service of high quality. If we fail to meet this standard, we depend upon you to call it to our attention.

We look forward to seeing you when you visit the CCR office or at one of the conventions.

Sincerely,

Donald L. Lowdermilk

Donald L. Lowdermilk

Enclosures

DLL:rvy

COOPERATIVE COLLEGE REGISTRY

One Dupont Circle, N.W. Suite 10, Washington, D. C. 20036, Tel: (202) 223-2807

PhD/ABD REGISTRANTS IN 21 DISCIPLINES ON MARCH 30, 1973; LISTED VACANCIES MARCH 30, 1973 vs. MARCH 30, 1972*

NOTE: The data reflect an increase in the number of positions listed currently compared to last year. One should consider that these data may be more representative of increased job visibility, due to equal opportunity and affirmative action recruitment efforts, rather than job market expansion. The decrease in number of registrants is small and in some of the disciplines the number of PhD/ABD registrants continues to increase. The total number of registrants, including MAs, is noted at the bottom of the page.

DISCIPLINE	REGISTRANTS '72	REGISTRANTS '73	VACANCIES '72	VACANCIES '73	DISCIPLINE	REGISTRANTS '72	REGISTRANTS '73	VACANCIES '72	VACANCIES '73
BIOLOGY	334	273	63	94	MUSIC	60	58	21	58
BUSINESS ADMIN.	27	28	66	144	PHILOSOPHY	116	104	20	26
CHEMISTRY	321	303	22	42	PHYSICS	155	98	11	18
DRAMA	57	50	23	29	POL. SCIENCE	208	187	44	53
ECONOMICS	138	145	48	50	PSYCHOLOGY	212	199	84	144
EDUCATION	265	219	65	159	RELIGION	176	235	23	41
ENGINEERING	72	90	12	39	SOC/ANTHRO.	150	184	133	206
ENGLISH	148	174	56	78	SPANISH	27	32	12	16
FRENCH	38	32	17	22	SPEECH	70	52	12	17
HISTORY	337	293	32	47	ADMINISTRATION	**	**	125	158
MATHEMATICS	151	106	39	78	TOTALS*** (PhD/ABD)	3,353	3,203	1,103	2,087

NOTES:

* "PhD/ABD" includes all earned doctorates except MD, DDS, DVM, plus those ABD (all-but-dissertation) who expect to have the doctorate in hand before September 1, 1973. Only those disciplines with 25 or more registrants are included above.

** Registrants counted in disciplines in which Doctorate earned; Doctorates in Education Administration counted in Education.

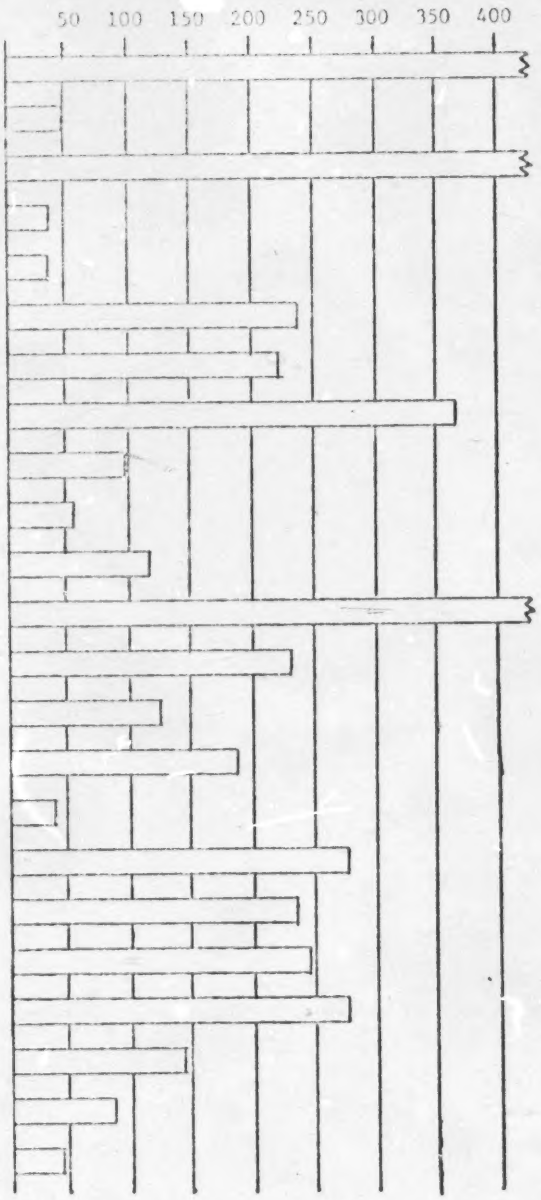
*** Totals also include disciplines not listed above. Total registrants including Master's level: 5,122.

COOPERATIVE COLLEGE REGISTRY
One Dupont Circle, N.W., Suite 10
Washington, D. C. 20036

Appendix VI

Relationship of PhD/ABD* Registrants to PhD/ABD Vacancies in Member Colleges in 23 Disciplines
March 1, 1971 vs. March 1, 1970

Discipline**	Registrants '71	Registrants '70	Vacancies '71	Vacancies '70	Ratio (Reg/Vac)*** '71	Ratio (Reg/Vac)*** '70
Biology	517	(520)	28	(42)	18.5	(12.4)
Business Adm.	50	(30)	43	(27)	1.2	(1.1)
Chemistry	742	(347)	19	(29)	39.0	(12.0)
Classics	41	(25)	4	(4)	10.2	(6.3)
Drama	41	(26)	5	(5)	8.2	(5.2)
Economics	241	(184)	34	(35)	7.1	(5.2)
Education	228	(246)	33	(63)	6.9	(3.9)
English	368	(372)	50	(69)	7.4	(5.3)
French	97	(80)	30	(34)	3.2	(2.3)
Geology	51	(39)	3	(8)	17.0	(4.9)
German	118	(76)	10	(16)	11.8	(4.7)
History	625	(435)	36	(43)	17.4	(10.1)
Math & Stat	232	(88)	34	(46)	6.8	(1.9)
Music	122	(107)	19	(20)	6.4	(5.3)
Philosophy	188	(171)	13	(14)	14.4	(12.2)
Physical Educ	42	(36)	23	(22)	1.8	(1.6)
Physics	276	(243)	12	(12)	23.0	(20.2)
Political Sci.	236	(228)	37	(31)	6.4	(7.4)
Psychology	246	(197)	60	(49)	4.1	(4.0)
Religion	279	(263)	13	(14)	21.5	(18.8)
Sociology/Anth	141	(109)	68	(87)	2.1	(1.3)
Spanish	83	(79)	13	(22)	6.4	(3.6)
Speech	45	(32)	12	(17)	3.8	(1.9)
	5009	(3933)	599	(709)		



NOTES: * "PhD/ABD" includes all earned doctorates except MD, DDS, DVM, plus those ABD (all-but-dissertation) who expect to have the doctorate in hand before September 1, 1971.

** Only those disciplines with 40 or more registrants are included above.

*** "Ratio (Reg/Vac)" is the number of registrants in each discipline divided by the number of vacancies in that discipline, and should be read as (example) "18.5 biologists per vacancy in 1971, as compared with 12.4 biologists per vacancy in 1970, on March 1."

DISTRIBUTION BY SELECTED GRADUATE SCHOOLS OF PHD/ABD REGISTRANTS

1970 Figures in Parentheses

Alabama	18	(16)	Indiana	131	(77)	Rochester	38	(22)
American	37	(20)	Iowa	70	(75)	St. Louis	20	(16)
Arizona	35	(42)	Iowa State	58	(43)	Stanford	57	(40)
Boston Univ.	52	(44)	Johns Hopkins	38	(31)	Syracuse	44	(47)
Brown	53	(43)	Kansas	87	(66)	Texas A & M	13	(22)
U Cal-Berkeley	100	(42)	Kentucky	26	(23)	Tennessee	44	(41)
U Cal-Los Angeles	50	(37)	Massachusetts	38	(15)	Texas	93	(73)
U of Southern Cal	43	(36)	Michigan	121	(71)	Tulane	24	(18)
Case Western Res	47	(35)	Michigan State	99	(105)	Utah	25	(17)
Catholic	35	(20)	Maryland	59	(28)	Vanderbilt	42	(43)
Chicago	90	(75)	Minnesota	73	(86)	Virginia	55	(49)
Cincinnati	29	(25)	Missouri	64	(60)	Virginia Poly (VPI)	9	(13)
City U of N.Y.	19	(18)	Nebraska	47	(35)	Wayne State	36	(19)
Clarement	34	(26)	New York Univ.	65	(48)	U of Washington	66	(42)
Columbia	90	(100)	SUNY-Buffalo	41	(26)	Washington (St L)	27	(30)
Colorado	69	(64)	North Carolina	115	(77)	West Virginia	27	(19)
Colorado State	18	(16)	N. Carolina State	13	(22)	Wisconsin	144	(99)
Connecticut	34	(21)	Northwestern	67	(40)	Yale	82	(44)
Cornell	70	(53)	Notre Dame	41	(21)			
Denver	28	(23)	Ohio State	108	(101)			
Drew	10	(19)	Oklahoma	47	(41)			
Duke	85	(79)	Oklahoma State	28	(42)			
Emory	23	(25)	Oregon	49	(28)			
Florida	53	(56)	Pennsylvania	75	(68)			
Florida State	41	(71)	Penn State	67	(35)			
Fordham	22	(26)	Pittsburgh	38	(33)			
Georgia	47	(29)	Princeton	44	(52)			
Geo. Washington	19	(16)	Purdue	61	(41)			
Harvard	51	(35)	Rice	20	(15)			

SUMMARY

Overall, registrations are up 21% over the same date in 1970, while vacancies listed by member colleges are down 17.4%.

The percentage of PhD/ABDs in the file on this date is 54.4.

March 1, 1971

This letter was sent to all CCR registrants in April, 1974, with pertinent information completed.
Printed by: Central Services

CCR 31
Appendix VII

One Dupont Circle, N.W., Suite 10
Washington, D.C. 20036
(202) 223-2807

COOPERATIVE COLLEGE REGISTRY

Executive Officer, Tena Cummings, Ph.D.

A MESSAGE TO 1973-74 CCR REGISTRANTS

In order for you to evaluate your position in the academic supply and demand picture, CCR provides a progress report at this important point in the year. In addition to the overall statistics and the number of referrals you have received we would like to make a few observations.

We are gratified to report that CCR has received more position listings--over 30% more--than last year at this time. Our experience in 1973 was that positions continued to be listed throughout the summer months at a higher rate than previously, so that the immediate availability of viable candidates through CCR is becoming a more important and recognized service in itself. When one examines the current data, what may seem a disappointing number of referrals to some candidates (particularly in areas of oversupply) must be viewed in the light of at least 3 outstanding factors: the specificity, for many reasons, of position requirements; the hiring level in the discipline or area of interest; and the fact that some positions are listed for January.

Apparently this year many candidates believe the headlined generalizations that "there are not any jobs" and thus have not registered with CCR or, indeed, their own professional disciplines. Good employer response to the equal opportunity requirements for open recruitment can be reinforced only with information about the availability of well qualified candidates. CCR provides this information about you...but only if you let someone know you are interested.

In the past our spring communication has evoked a response both gratifying and nearly overwhelming. If you have particular questions about your registration and referrals, your inquiry will be given individual attention. We ask your patience in advance because changes on forms are made at once and letters take a little longer. Our limited staff gives first priority to the new vacancy listings as received and to the supplemental referrals for those already on file.

If you feel you will be on the job market next year, we encourage you to enclose a self-addressed, stamped envelope with "1975" in the lower left-hand corner. This letter will be the only notice you will receive reminding you of the need to reregister in September for 1974-75. Forms are printed in August and will be sent only to those who make the request.

T. C.

Print Name	Your #
(Last) (First) (Initial)	

☐ 1975 self-addressed envelope enclsd

☐ Plans for next year made

FOR OFFICE USE ONLY

We have been able to refer you _____ times,

the last one on _____ .
(date)

109

association of
american colleges

1818 R STREET, N.W. • WASHINGTON, D.C. 20009 • (202) 265-3137

FOR YOUR INFORMATION

THE COOPERATIVE COLLEGE REGISTRY

Many AAC members are also members of the Cooperative College Registry. For those who are not acquainted with CCR, it is a nonprofit educational organization which acts as a referral service to help colleges and universities find the best possible candidates for their open positions and to help candidates find positions for which they are well suited.

Founded by a group of Protestant denominations in the early '60's when demand exceeded supply in the academic market, CCR has served mainly colleges and universities related to the sponsoring church bodies.

With the reversal in the academic market and the reduction in vacant positions caused by the general economic recession, CCR has opened its service to all colleges and universities on a service fee basis, now $40 per vacancy for continuous service until the vacancy is filled. Beginning September 1, 1971, institutional membership will be available for $200 to cover full service on all faculty and administrative vacancies which an institution may have during the academic year. The files in Washington are always open to representatives of the member institutions and files are taken to two or three national meetings during the winter as a service to member institutions.

In addition to the file of active candidates seeking relocation or a first teaching position, the CCR maintains a confidential file of careerists in higher education who may not be overtly job seeking, but who are a resource for senior positions. This file, as well, can be drawn upon by member institutions.

AAC believes CCR offers a valuable professional service. Even in this day of teacher oversupply with its great number of unsolicited applications, we believe there are savings in both time and money through CCR's quick service of preselected candidates of nationwide scope, who can be expected to reasonably match the qualifications requested.

June 4, 1971

PhD Registrants at New High, Jobs at New Low, College Registry Finds

The Cooperative College Registry, a nonprofit organization which helps college teachers and administrators find positions at its 315 member institutions, reported this week that the number of PhD registrants is exceeding listed vacancies by the largest margin in its seven-year history.

Mrs. Elizabeth S. Fisher, director of CCR, prepared a report showing the numbers of registrants and vacancies in 25 disciplines as of Jan. 8. She pointed out that, while the vacancies exist at the member institutions, applications are accepted from candidates everywhere. She also noted that some CCR members prefer to examine the files of candidates rather than list vacancies when filling positions. The PhD registrants include those who anticipate having doctorates in hand by September 1970.

Following are the 25 fields and numbers of PhD registrants, with vacancies shown in parentheses:

Biology, 375 (28); history, 308 (27); English, 295 (52); chemistry, 270 (18); religion, 206 (9); political science, 183 (23); physics, 165 (9); education, 150 (38); economics, 147 (30); philosophy, 134 (11); psychology, 119 (32); sociology/anthropology, 81 (60); music, 69 (15); Spanish, 64 (11); French, 63 (26); German, 57 (12); mathematics, 44 (37); area studies, 32 (5); geology, 29 (4); physical education, 26 (13); speech, 23 (14); business administration, 20 (27); drama, 19 (5); classics, 18 (2); linguistics, 16 (1).

Mrs. Fisher said the greatest demand in one discipline among the CCR members is for chairmen of sociology departments. Thirty such vacancies exist.

The registry is financed by several Protestant denominations in the interest of higher education and offers free service to registrants. Its members are four-year liberal arts colleges or universities historically related to one of the sponsoring denominations. CCR formerly was located in Philadelphia and now is in the National Center for Higher Education in Washington.

The current trend in the supply and demand of college teachers, as reflected in the CCR figures, was predicted at the Council's annual meeting in 1966 by Allan M. Cartter, then vice-president of the Council and now chancellor of New York University.

In his paper published in the 1966 proceedings, Cartter noted the following about the 1970s: "It seems predictable that good teaching positions will be more difficult to find then, and that market pressures, which for many years have tended to compress salary differentials among the ranks, will be alleviated. After 1970 colleges can begin to be a bit more selective in their hiring policies, and non-academic employers are likely to find it somewhat easier to lure new PhD's. . . ."

Test Scores Are Defended By Amherst Admission Dean

Admission test scores, under fire as a faulty measure of intellectual ability, particularly among minority students, are defended in a report released Jan. 15 by Eugene S. Wilson, dean of admission at Amherst College. "We know that marks and test scores are not certain predictors of academic success; that they do not measure the total worth of a human being," he said. "But when properly employed we know of no better criteria to adopt in assessing a student's ability to meet the specific academic demands of our own particular curriculum."

He added: "We see no desire on the part of the faculty to lessen the academic pace at Amherst, nor do we witness any moves to establish a 'tourist section' in our student-group. All students at Amherst travel 'first class.' Our experience indicates that there are students from minority groups who are qualified to handle our pace and it has always seemed to us to be the task of the admission staff to seek and find such students."

Dean Wilson said Amherst is giving special attention to recruiting blacks and other minority group students "because it is our belief that one of the big problems in America today is race." He said another reason for enrolling minority students is that they add another dimension to classroom discussions and dormitory debates.

commission," said a leader of the National Education Association. "But we just don't have the time to wait for that sort of thing any more." Coleman himself was of two minds about the message. "I was pleased that Mr. Nixon did not repeat the old clichés and seemed to recognize that most of a child's educational resources are outside the schoolhouse," he said. "On the other hand, he might have mentioned several new strategies for getting at the problem and he could have mapped out a definite position on desegregation. We'll just have to wait and see if the speech is not just a simple rationalization for spending less money."

The Doctoral Glut

"I can't believe it," says a young man with a doctorate in aerospace engineering who is returning to Rutgers University for another semester of studies because he cannot find a job. A Columbia graduate with a Ph.D. in philosophy, determined to find a post in New York's tight teaching market, is currently driving a truck through the city's crowded streets to make ends meet. A Harvard fellow, due to receive his Ph.D. in American literature this June, admits "many doctoral candidates here are having difficulty finding teaching positions." Like many of the estimated 26,500 men and women cascading into the labor pool this year with distinguished initials after their names, they are all victims of a sudden shift in the balance of academic supply and demand. "There is an oversupply of Ph.D.'s," says Dr. John Caffrey, director of administrative affairs of the American Council on Education. "We are predicting that there will soon be more Ph.D.'s than the nation can absorb."

Ph.D.'s graduating this year—almost three times as many as graduated a decade ago—are already facing perhaps the tightest job squeeze since the Depression years of the '30s. A recent survey of job availability carried out by the Cooperative College Registry, a nonprofit job clearinghouse for 315 private undergraduate liberal arts institutions, caused considerable consternation in the academic community. The survey showed that applicants outnumbered jobs available in 22 major fields, ranging from business administration to religion. In some fields, the oversupply was staggering: there were at least four times as many applicants as vacancies in psychology, education and geology; twelve times as many in philosophy; eighteen times in religion, and an imposing twenty times as many candidates as jobs in physics.

Flooded: The Ph.D. glut is being felt in industry and government as well. At Stanford, job placement director Dr. Ralph Keller notes that 58 major companies and seven government agencies canceled recruiting visits during the first three months of this year, normally the peak scouting period. At Wayne State University in Detroit, which sponsors a Ph.D. recruitment program for industrial employers, Richard Lintvedt, coordinator of Ph.D.'s in chemistry, says, "Industry right now is ultracautious and they are not doing much hiring." The U.S. Civil Service Commission, which usually absorbs a high number of Ph.D.'s, will reduce its general call for college graduates by 20 per cent this year.

One major reason for the doctoral surplus is the much larger number of institutions now granting advanced degrees. "It's terrible the number of second- and even third-rate institutions that have gone into the Ph.D. business," complains Sanford Elberg, dean of the graduate division at Berkeley. "I blame some of this on President Johnson's call for more doctorates—his idea of more 'centers of excellence' really meant a great leveling process in the quality of the degree." But there are other factors as well: recent Federal cutbacks in research funds have resulted in hiring slowdowns at many universities. Many young men attempted to use protracted graduate study as a means of dodging the draft. And the postwar baby boom that flooded college campuses in the early '60s is now naturally reaching into the graduate schools.

Ph.D's: Supply and Demand

Ph.D.'s in search of available academic posts at 315 liberal-arts colleges as of March 1 (surveyed by the Cooperative College Registry).

Field	Registered Ph.D's	Vacancies
Business Administration	30	27
Sociology and Anthropology	109	87
French	80	34
Psychology	197	49
Political Science	228	31
Physics	243	12
English	372	69
History	394	43
Chemistry	347	29
Religion	263	14

Some universities are already moving to reduce the surplus of Ph.D.'s. Both Harvard and Yale, for instance, plan to decrease their graduate-school enrollments by 20 per cent or more in the next few years. And Berkeley, one of the nation's largest degree-granting centers (nearly 1,500 doctorates each year), has become much more selective in its admissions and is trying to restrict graduate study to an average of five years.

Even so, the supply of Ph.D.'s is likely to outstrip the demand for a long time to come. "We may be entering a period of the survival of the fittest," says Dr. Caffrey. "It's a buyer's market and there is going to be a larger choice."

Hospitalized: LYNDON BAINES JOHNSON, 61, with chest pains caused by hardening of the coronary arteries; in Brooke General Hospital, San Antonio, Texas, March 2. Doctors reported a small change in the former President's electrocardiogram but no sign of a heart attack such as the one Johnson suffered in 1955 and "no evidence of a worsening of the underlying heart disease." Plagued also by pains in his left arm and "general restlessness," LBJ was following a program of "rest and relaxation."

Returned: FRECKLES, five years o'd, the late Robert F. Kennedy's black-and-white cocker spaniel best known from a photograph of dog and master walking on an Oregon beach taken shortly before Bobby's assassination; on March 4, after a three-day absence-without-leave from his McLean, Va., home; of his own volition and to the immense relief of his family.

Married: LUTHER HODGES, 72, former governor of North Carolina and Secretary of Commerce under President Kennedy, to LOUISE FINLAYSON, 48, his secretary; both for the second time; by Norman Vincent Peale in New York City, in a Feb. 28 ceremony disclosed last week. Hodges's first wife, Martha, died last year from injuries suffered in a fire at their home in Chapel Hill, N.C.

Born: To country singers JOHNNY CASH, 38, and his wife, JUNE CARTER, a 7-pound 10-ounce son; in Nashville, Tenn., March 3. Despite his 1969 hit, "A Boy Named Sue," Cash decided to call the boy John.

Died: JAMES B. UTT, 70, Republican congressman from California for nine consecutive terms starting in 1953; of a heart attack, in Washington, D.C., March 1. Nicknamed "Mr. Conservative," Utt fought for U.S. withdrawal from the U.N. and branded author Jessica Mitford a pro-Communist for her book, "The American Way of Death."

■ PAUL CHRISTMAN, 51, All-America quarterback from the University of Missouri who led the old Chicago Cardinals to the 1947 NFL championship with the famous passing arm that earned him the nickname "Pitching Paul"; of a heart attack, in Lake Forest, Ill., March 2. Retired from football, he returned to the sport as a color man on televised professional games.

■ WILLIAM HOPPER, 55, son of the late Hollywood columnist Hedda Hopper, and a veteran actor who played Perry Mason's energetic investigator, Paul Drake, on television and appeared in numerous films including "The Maltese Falcon" and the as yet unreleased movie version of Gore Vidal's best-selling novel "Myra Breckinridge"; of a heart attack, in Palm Springs, Calif., March 6.

COOPERATIVE
COLLEGE
REGISTRY

1975

One Dupont Circle, N.W.
Washington, D.C. 20036

Tel. (202) 223-2807

Tena Cummings, Ph.D.,
Executive Officer

WHAT IS THE COOPERATIVE COLLEGE REGISTRY? It is a non-profit educational organization which introduces experienced faculty and staff personnel and new college teachers to colleges and universities for positions in all areas.

WHAT IS THE PROCEDURE?
The CCR office matches qualifications of candidates to the requirements listed by the employing institution and sends photocopies of the registration form to the college. The chairman or dean then contacts directly the candidates in whom he is interested. **The CCR is not an employment agency, but a central referral point.** It does not mediate in any way between candidate and employer, does not correspond with candidates about vacancies, and does not issue lists of vacant positions. CCR does not notify candidates about employment opportunities or referrals made in their behalf.

WHERE ARE THE VACANCIES?
All institutions of higher education may list vacant positions with CCR. More than 2,600 vacancies were serviced last year from public and private colleges, universities, and professional institutions.

WHO MAY REGISTER?
A person holding the doctorate, with college teaching experience, is in the greatest demand. The minimum requirement for registration is the completion of the Master's degree before the start of the '75-'76 academic year. The Master's degree is not required for some administrative posts, where experience is the best recommendation. Women and candidates from ethnic minorities are strongly urged to register and identify themselves for referrals to institutions implementing Affirmative Action Programs. Persons restricted to a specific city or other narrow geographic limitation are advised not to register. In this case, it is generally more productive to write directly to the appropriate institutions.

WHAT DOES IT COST TO REGISTER WITH CCR? The cost to the candidate is $15 to help defray the cost of processing the registration form; once a candidate is registered this fee is not refundable. It covers full sevice until the end of the current recruiting season (August 31, 1975). There is no charge to candidates who have reached their sixty-fifth birthday.

WHAT KINDS OF POSITIONS ARE AVAILABLE?
The openings listed by colleges and universities are in every field of study and all ranks, from instructor to college president. There are senior appointments for academic and non-academic administrative positions. Salaries and benefits vary among institutions, but most are competitive.

READ INSTRUCTIONS CAREFULLY BEFORE WORKING ON REGISTRATION FORM.
No forms will be accepted unless all instructions are followed fully.

1. Form must be typewritten. Handwritten or printed forms will not be accepted. Stay within the margins. Type **between** the lines. Use a strong black ribbon, and be sure type faces are clean, since forms must be reduced and photocopied before being sent to a college. It is to your advantage to complete the form carefully. This form is your introduction to a potential employer. Present yourself well.
2. **Condense all information into the spaces provided.** Do not submit vitas or supplemental lists of publications, grants, honors, etc. They will not be retained or circulated by CCR.
3. Explanation of individual items:
   a. "Fellowships ..., "Publications"—Summarize if necessary, or list most important, and add "Others."
   b. "Employment History"—Summarize if necessary. List professional employment only.
   c. "Specific Position(s) Desired"—If teaching is desired, say "teaching." If an administrative post is desired, identify specific positions in which you are interested and for which you are qualified. Candidates for library or administrative positions list particular areas of interest, e.g., "Catalog Librarian, Reference Librarian" or, "Personnel Administration, Development Officer," etc.
   d. "Teaching Field(s), if applicable"—If you are applying only for administrative positions, your teaching fields are **not** applicable. If you are applying for a teaching position, **be specific** about your specialties. List courses which you are qualified to teach.
   e. "Teaching Methods"—rate according to experience and competence. 1 is greatest competence. Leave blank those not applicable.
   f. "Minimum Salary"—It may be to your advantage to leave this open or write "negotiable." Be honest. If there is a minimum salary which under no circumstances would you alter, by all means list it. Remember you may limit us greatly in the referrals we can make if your salary request is unrealistic.
   g. "Dossier and References"—Your dossier should be on file with your university placement office, professional society, or other place where confidential papers can be retained. Under "References," include at least one person from your professional employment, if you have been employed. Type an "X" in the appropriate box if a letter from that person is also included in your dossier.
   h. "Comments"—This space is provided for you to submit additional information which you consider to be relevant to your application for employment and which will enhance interest in you as a candidate. Special interests or general comments which express your desires, professional goals, or unique contributions may be helpful. Remember you present **yourself** in the "Comments" section.
4. **CAVEATS:**
   Be realistic and sensitive to today's academic job market. There are many qualified candidates for each position available. Since CCR is a nationwide referral service, a potential employer may become disinterested when geographical restrictions are too limited or when there are other requirements which are incompatible with the current circumstances.
   Be flexible. Two-year colleges, emerging institutions, and small colleges often offer unique opportunities to participate in innovative curricular planning and teaching. With financial stringencies on most campuses today, there may be less interest in a candidate's specialties than in evidence of his interest in broader fields of undergraduate teaching.
5. Do not overlook the reverse side of the form. Unsigned forms will not be accepted.
6. Mail registration form and $15 check or money order, payable to "Cooperative College Registry" to the Washington address. Do not send cash. Your cancelled check serves as your receipt of registration; if you desire an additional receipt, please enclose a self-addressed, stamped envelope.
7. **Retain** this instruction sheet and attached coupon. Use the coupon to notify CCR as soon as your plans for September 1975 are definite, i.e., when you have either accepted a new position, or have decided to remain where you are.
8. All registrations are closed out on August 31, 1975. A new 1976 form must be completed to enter the 1976 file which will open September 1, 1975.
9. **REMEMBER:** You must notify us as soon as you have accepted a position or have made other plans. If an employing official notifies us that you reported to him that you were already placed, your name will be removed from the active file. We ask your full cooperation in this area, to reduce the wasted effort and unnecessary expense for all parties when non-available candidates are referred to openings.

REMEMBER THAT YOU WILL BE REFERRED TO ALL POSITIONS WHICH CALL FOR YOUR QUALIFICATIONS.
YOU WILL HEAR FROM THOSE EMPLOYERS WHO ARE INTERESTED IN PURSUING YOU AS A CANDIDATE.

Detach with care to avoid tearing

CUT HERE

Mail This Coupon As Soon As Your Plans for
September 1975 Are Definite

I am no longer available for a September 1975 position because:

☐ I have accepted a new appointment at: _____
(Institution)

I was ☐ I was not ☐ informed that this contact resulted from a CCR referral.

☐ I will remain at present institution (name): _____

_____

☐ Other (specify): _____

Print NAME _____

STREET _____

CITY, STATE, ZIP _____

COOPERATIVE COLLEGE REGISTRY
One Dupont Circle, N.W., Suite 10
Washington, D.C. 20036

1975

NAME IN FULL MR. ☐ MS. ☐	DATE	Year of Birth
ADDRESS DURING ACADEMIC YEAR (Sept.-June) STREET, CITY, STATE, ZIP	PHONE (Include area code)	Registered as Teaching Couple? ☐ Yes ☐ No
PERMANENT MAILING ADDRESS IF DIFFERENT FROM ABOVE	PHONE (Include area code)	Spouse's degree and field

FORMAL HIGHER EDUCATION *(in chronological order)*

INSTITUTION	DATES ATTENDED	MAJOR	MINOR	DEGREE AND DATE COMPLETED

COMPLETE THIS SECTION IF APPLICABLE: Are you now enrolled in a doctoral program? ☐ Yes ☐ No

If yes, at what university? _____ How many credits have you completed? _____ How many credits remain? _____ Dissertation Advisor? _____ Field of Study _____

Has your dissertation topic been approved? Yes ☐ No ☐ Have you completed all preliminary requirements for the degree except the dissertation? Yes ☐ No ☐

When do you expect to complete the dissertation? _____ When do you expect to receive the degree? _____ (Mo.) (Yr.)

FELLOWSHIP, GRANTS, HONORS

PUBLICATIONS

EMPLOYMENT HISTORY *(List professional employment, **most recent first**)*

DATES	INSTITUTION	LOCATION	POSITION

SPECIFIC POSITION(S) DESIRED

TEACHING FIELD (S) *if applicable, or* AREAS OF COMPETENCE

TEACHING METHODS: rate 1 through 5, 1 being area of widest experience and competence

Modules/Programmed Instruction _____ Computer Assisted Instruction _____ Other Media _____ Group Discussion _____ Lecture _____

MINIMUM SALARY—9 MOS.	WHAT NON-ENGL. LANGS. CAN YOU SPEAK? IN WHAT NON-ENGL. LANGS. CAN YOU TEACH?	DATE AVAILABLE

DOSSIER AVAILABLE FROM *(See instructions)*	CITY, STATE, ZIP

NAME AND ADDRESS OF REFERENCE *("X" in box if reference is part of dossier)*

☐

☐

☐

COMMENTS *(See instructions)*

This section for office use only			

Institutional preferences:

In the first column check the type of institution you would prefer. In the second column rank in order the size of institution you prefer.

Leave blank boxes where you do NOT want to be referred.

☐ Public institutions ☐ 2 Year Colleges

☐ Private institutions ☐ 4 Year Colleges

☐ Either ☐ Institutions with Graduate Schools

Information requested below is **optional**. It is helpful to some colleges and universities and will **not** be used to discriminate. All candidates who qualify for a vacancy listed are referred by CCR for the institution's consideration.

Ethnic origin _____ **Year of birth (see other side)** _____

Religious affiliation _____

TYPE YOUR NAME & MAILING ADDRESS WITHIN THE LINES

UNSIGNED FORMS ARE NOT ACCEPTED

I understand the terms of registration. I agree to reply to all correspondence I receive from institutions and to notify the CCR as soon as my plans are set.

Signed: _____

If your form must be returned to you for one of the following reasons, the appropriate entry will be checked below. When mailing corrected form back to CCR, be sure to include $15 fee.

$15 REGISTRATION FEE MUST BE SENT WITH THE FORM

☐ 1. NO SIGNATURE.

☐ 2. FORM NOT TYPED.

☐ 3. TYPING ON FORM UNSATISFACTORY. See number 1 instruction.

☐ 4. PLACEMENT OPPORTUNITIES TOO LIMITED. If you still desire to be in the active file, despite our evaluation, return form & fee, and initial here to signify this understanding _____. Be assured we will do all we can to help you find a position.

☐ 5. INCOMPLETE INFORMATION IN _____ SECTION. Please complete form or submit new one.

☐ 6. Other _____

Date Ret. _____ 5-1

COOPERATIVE COLLEGE REGISTRY

One Dupont Circle, N.W. Suite 10, Washington, D. C. 20036, Tel: (202) 223-2807

MARCH 30, 1974 TO MARCH 30, 1975

PhD/ABD* REGISTRANTS AND LISTED VACANCIES† IN 17 DISCIPLINES

NOTE: The Cooperative College Registry is a non-profit educational organization which was founded in 1963 for the purpose of assisting academic institutions in locating qualified faculty and administrators in the days of the teacher shortages of the early 1960's. CCR has fulfilled its purpose by serving many thousands of institutional members and registrants during these years. Now the need for its service appears to have run its course and CCR will conclude operations on July 31, 1975.

DISCIPLINE	REGISTRANTS '74	REGISTRANTS '75	VACANCIES '74	VACANCIES '75	DISCIPLINE	REGISTRANTS '74	REGISTRANTS '75	VACANCIES '74	VACANCIES '75
BIOLOGY	151	119	165	157	PHILOSOPHY	73	67	37	21
CHEMISTRY	171	112	71	98	PHYSICS	57	33	31	31
DRAMA	30	29	22	50	POLITICAL SCI	90	62	59	68
ECONOMICS	89	53	81	97	PSYCHOLOGY	130	91	139	131
EDUCATION	167	153	172	231	RELIGION	130	88	18	29
ENGLISH	171	111	86	81	SOC/ANTHRO	98	61	187	203
HISTORY	174	133	48	48	SPEECH	21	40	38	45
MATHEMATICS	61	43	66	66	ADMINISTRATION	**	**	185	284
MUSIC	39	35	73	80	TOTALS *** (PhD/ABD)	1,963	1,421	2,569	2,973

NOTES:

* "PhD/ABD" includes all earned doctorates plus those ABD (all but dissertation) who expect to have the doctorate in hand before September 1 of the current calendar year. Only those disciplines with 25 or more registrants are included above.

† Vacancy totals include all listings in the discipline. In some disciplines the terminal Master's degree (M.F.A., M.B.A., etc.) is the more common hiring level.

** Registrants counted in disciplines in which Doctorate earned: Doctorates in Education Administration are counted in Education.

*** Totals also include disciplines not listed above. Total registrants including Master's level: 1,973.

1973-74

COOPERATIVE COLLEGE REGISTRY

MEMBERS AND NON-MEMBER PARTICIPANTS*
AS OF APRIL 1, 1974

ALABAMA
Huntingdon College, Montgomery
Stillman College, Tuscaloosa
Talladega College, Talladega

ALASKA
Sheldon Jackson College, Sitka

ARIZONA
College of Ganado, Ganado
Prescott College, Prescott

ARKANSAS
Arkansas College, Batesville
Hendrix College, Conway
College of the Ozarks, Clarksville

CALIFORNIA
Calif. St. U. at Chico
Calif. St. U. at Long Beach
Calif. St. U. at Los Angeles
Calif. St. U. at San Bernardino*
The Claremont Colleges, Claremont
Occidental College, Los Angeles
University of Redlands, Redlands
University of San Diego, San Diego
Stanford University, Stanford*

COLORADO
Temple Buell College, Denver
University of Denver, Denver

CONNECTICUT
Mattatuck Comm. College, Waterbury*

DISTRICT OF COLUMBIA
Acad. of Ed. Development, Wash., DC*
The American University, Wash., DC
The Catholic University, Wash., DC*
Executive Systems Corp., Wash., DC*
Georgetown University, Wash., DC
Immaculata College, Wash., DC*
The John Hopkins U., Wash., DC*

FLORIDA
Barry College, Miami Shores
Eckerd College, St. Petersburg
U. of Florida, Gainesville
New College, Sarasota
U. of South Florida, Tampa

GEORGIA
Agnes Scott College, Decatur
Berry College, Mount Berry
Boggs Academy, Keysville
Mercer University, Macon
Paine College, Augusta

HAWAII
Hawaii Loa College, Kaneohe

IDAHO
College of Idaho, Caldwell

ILLINOIS
Augustana College, Rock Island
Aurora College, Aurora
Barat College, Lake Forest*
Blackburn College, Carlinville
Cent. YMCA Comm. College, Chicago
Elmhurst College, Elmhurst
Eureka College, Eureka
Geo. Williams Coll., Downers Grove
University of Illinois at Urbana
Illinois College, Jacksonville
Illinois Wesleyan U., Bloomington
Lake Forest College, Lake Forest
Millikin University, Decatur
Monmouth College, Monmouth
Nat. College Chiropractic, Lombard
Quincy College, Quincy*
Parks College, Cahokia
Southern Ill. U., Carbondale*

INDIANA
Butler U., Indianapolis
Franklin College, Franklin
Hanover College, Hanover
Indiana U., Bloomington, et al.
Purdue University, Fort Wayne
St. Joseph's College, Rensselaer*

IOWA
Buena Vista College, Storm Lake
Central College, Pella
Coe College, Cedar Rapids
U. of Dubuque, Dubuque
Grinnell College, Grinnell
University of Iowa, Iowa City
Iowa State U., Ames*
Luther College, Decorah
Mount Mercy College, Cedar Rapids
Simpson College, Indianola
Wartburg College, Waverly*

KANSAS
College of Emporia, Emporia
Friends University, Wichita
University of Kansas, Lawrence
Kansas State U., Manhattan
Ottawa University, Ottawa
Sterling College, Sterling
Southwestern College, Winfield*
Wichita St. U., Wichita*

KENTUCKY
Alice Lloyd College, Pippa Passes
Berea College, Berea
Campbellsville College, C'ville
Centre College, Danville
Lees Jr. College, Jackson
Louisville Pres. Theo. Sem., L'ville*
Pikeville College, Pikeville

LOUISIANA
Dillard U., New Orleans

MAINE
Bowdoin College, Brunswick
U. of Maine, Portland, et al.

MARYLAND
Frostburg St. College, Frostburg*
Hood College, Frederick
Mt. St. Mary's College, Emmitsburg
St. Mary's College, St. Mary's City
Towson St. College, Baltimore

MASSACHUSETTS
Assumption College, Worcester*
Bentley College, Waltham
Berkshire Comm. College, Pittsfield
Boston College, Chestnut Hill
Bradford College, Bradford*
Mt. Holyoke College, South Hadley
Western N.E. College, Springfield

MICHIGAN
Alma College, Alma
Aquinas College, Grand Rapids
Detroit Institute of Tech., Detroit
Grand Valley St. Colleges, Allendale
Kalamazoo College, Kalamazoo
Mercy College, Detroit
Michigan St. U., East Lansing
Olivet College, Olivet
Wayne St. U., Detroit

MINNESOTA
Augsburg College, Minneapolis*
Carleton College, Northfield
Concordia College, Moorhead
Hamline University, St. Paul
Macalester College, St. Paul
Mankato St. College, Mankato
St. Olaf College, Northfield
College of St. Thomas, St. Paul

MISSISSIPPI
Belhaven College, Jackson
Mary Holmes College, West Point
Mississippi College, Clinton
Mississippi St. U., St. College
Tougaloo College, Tougaloo

MISSOURI
Central Methodist College, Fayette*
Cottey College, Nevada
Culver-Stockton, Canton
Drury College, Springfield
Lindenwood Colleges, St. Charles
U. of Missouri, Kansas City
Missouri Valley College, Marshall
N.E. Mo. St. U., Kirksville
School of the Ozarks, Point Lookout
Park College, Kansas City
Penn Valley Comm. College, K.C.
St. Louis U., St. Louis
Tarkio College, Tarkio
Washington U., St. Louis
Webster College, Webster Groves
Westminster College, Fulton
William Woods College, Fulton

MONTANA
Rocky Mountain College, Billings

NEBRASKA
Doane College, Crete
Hastings College, Hastings
U. of Nebraska, Lincoln, et al.

NEW HAMPSHIRE
New Hamp. College, Manchester
U. of New Hamp., Durham, et al.

NEW JERSEY
Bloomfield College, Bloomfield
Mercer County Comm. C., Trenton
Dept. of Higher Ed., Trenton
Ramapo College, Mahwah

NEW MEXICO
U. of New Mexico, Albuquerque

NEW YORK
Cornell University, Ithaca
Cornell NY Med. Center, New York*
Eisenhower College, Seneca Falls
Hartwick College, Oneonta
Hobart & Wm. Smith C., Geneva*
Keuka College, Keuka
Manhattan College, Bronx
SUNY System, Albany
NYU Med. Center, New York*
Rennselaer Poly. Institute, Troy*
U. of Rochester, Rochester
Rochester Cntr. Theo. St., Rochester*
Russell Sage College, Troy
Wells College, Aurora*
College of White Plains, Wh. Plains*

NORTH CAROLINA
Barber-Scotia College, Concord
Catawba College, Salisbury
Chowan College, Murfreesboro
Davidson College, Davidson
Elon College, Elon
Johnson C. Smith U., Charlotte
Lees-McRae College, Banner Elk
Lenoir-Rhyne College, Hickory
Queens College, Charlotte
Mars Hill College, Mars Hill
Montreat-Anderson College, Montreat
U. of North Carolina, Chapel Hill
St. Andrews Pres. C., Laurinburg
Warren Wilson College, Swannanoa

NORTH DAKOTA
Jamestown College, Jamestown

OHIO
Baldwin-Wallace College, Berea
Defiance College, Defiance
Denison University, Granville
Findlay College, Findlay
Heidelberg College, Tiffin
Kent St. University, Kent*
Marietta College, Marietta
Mount Union College, Alliance
Muskingum College, New Concord
Oberlin College, Oberlin
Urbana College, Urbana
Wilberforce U., Wilberforce
College of Wooster, Wooster
Youngstown St. U., Youngstown

OKLAHOMA
Phillips University, Enid
University of Tulsa, Tulsa

OREGON
Lewis & Clark College, Portland
Oregon St. System, Eugene
Pacific University, Forest Grove
Willamette University, Salem*

PENNSYLVANIA
Allegheny College, Meadville
Allentown College, Center Valley
Beaver College, Glenside
Bucknell University, Lewisburg
Cedar Crest College, Allentown
Chatham College, Pittsburgh
Dickinson College, Carlisle
Duquesne University, Pittsburgh
Eastern College, Saint Davids*
East Stroudsburg St. College, E.S.
Elizabethtown College, Elizabethtown
Franklin & Marshall C., Lancaster
Grove City College, Grove City
Juniata College, Huntingdon
Keystone Jr. College, La Plume
Lafayette College, Easton
Lebanon Valley College, Annville
Moravian College, Bethlehem
Muhlenberg College, Allentown
Penn. College of Optometry, Phil.*
Penn. Dept. of Ed., Harrisburg
Penn. St. University, Middletown
Shippensburg St. College, Shippensb.*
Slippery Rock St. C., Slippery Rock
Susquehanna U., Selinsgrove
Temple University, Phil.*
Thiel College, Greenville
Ursinus College, Collegeville
West Chester St. C., West Chester
Westminster College, New Wilmington
Wilson College, Chambersburg
Waynesburg College, Waynesburg
Wash. & Jefferson C., Washington
York College, York

SOUTH CAROLINA
Converse College, Spartanburg
Erskine College, Due West
Lander College, Greenwood
Newberry College, Newberry
Presbyterian College, Clinton

SOUTH DAKOTA
Huron College, Huron
Yankton College, Yankton

TENNESSEE
Carson-Newman College, Jeff. City
Fisk University, Nashville
King College, Bristol
Knoxville College, Knoxville
Le Moyne-Owen College, Memphis
Maryville College, Maryville
Middle Tenn. St. U., Murfreesboro
Southwestern College, Memphis
U. of Tenn., Knoxville, et al.
Tusculum College, Greenville
Union University, Jackson

TEXAS
Austin College, Sherman
Bishop College, Dallas
Jarvis Christian College, Hawkins
Huston-Tillotson C., Austin
St. Mary's U., San Antonio*
Southwestern U., Georgetown
Texas Christian U., Fort Worth*
University of Texas, Dallas
Trinity University, San Antonio

UTAH
Westminster College, Salt Lake C.

VERMONT
Goddard College, Plainfield

VIRGINIA
Hampden-Sydney C., Hampden-Sydney
Mary Baldwin C., Staunton
Mary Washington C., Fredericksburg
Randolph-Macon College, Lynchburg
Roanoke College, Salem
Sweet Briar College, Sweet Briar
Virginia Wesleyan C., Norfolk

WASHINGTON
Pacific Lutheran U., Tacoma
U. of Washington, Seattle
Washington St. U., Pullman
Western Wash. St. C., Bellingham
Whitworth College, Spokane

WEST VIRGINIA
Alderson-Broaddus C., Philippi
Davis & Elkins College, Elkins

WISCONSIN
Beloit College, Beloit
Carroll College, Waukesha
Lakeland College, Sheboygan
Marquette University, Milwaukee*
Northland College, Ashland
Ripon College, Ripon
U. of Wisconsin System, Madison, et al.

FOREIGN
Cuttington College, Monrovia
Liberia, West Africa
Iranzamin College, Tehran
Iran

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COOPERATIVE
COLLEGE
REGISTRY

Executive Officer: Tena Cummings, Ph.D.

A MESSAGE TO 1973-74 CCR REGISTRANTS

In order for you to evaluate your position in the academic supply and demand picture, CCR provides a progress report at this important point in the year. In addition to the overall statistics and the number of referrals you have received we would like to make a few observations.

We are gratified to report that CCR has received more position listings--over 30% more--than last year at this time. Our experience in 1973 was that positions continued to be listed throughout the summer months at a higher rate than previously, so that the immediate availability of viable candidates through CCR is becoming a more important and recognized service in itself. When one examines the current data, what may seem a disappointing number of referrals to some candidates (particularly in areas of oversupply) must be viewed in the light of at least 3 outstanding factors: the specificity, for many reasons, of position requirements; the hiring level in the discipline or area of interest; and the fact that some positions are listed for January.

Apparently this year many candidates believe the headlined generalizations that "there are not any jobs" and thus have not registered with CCR or, indeed, their own professional disciplines. Good employer response to the equal opportunity requirements for open recruitment can be reinforced only with information about the availability of well qualified candidates. CCR provides this information about you...but only if you let someone know you are interested.

In the past our spring communication has evoked a response both gratifying and nearly overwhelming. If you have particular questions about your registration and referrals, your inquiry will be given individual attention. We ask your patience in advance because changes on forms are made at once and letters take a little longer. Our limited staff gives first priority to the new vacancy listings as received and to the supplemental referrals for those already on file.

If you feel you will be on the job market next year, we encourage you to enclose a self-addressed, stamped envelope with "1975" in the lower left-hand corner. This letter will be the only notice you will receive reminding you of the need to reregister in September for 1974-75. Forms are printed in August and will be sent only to those who make the request.

T. C.

Print Name	Your #
(Last) (First) (Initial)	

☐ 1975 self-addressed envelope enclsd

☐ Plans for next year made

119

FOR OFFICE USE ONLY

We have been able to refer you _____ times,

the last one on _____ .
(date)

COOPERATIVE
COLLEGE
REGISTRY

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Washington, D. C. 20036
Tel: (202) 223-2807

EXECUTIVE OFFICER
Tena Cummings, Ph.D.

May, 1975

A MESSAGE TO 1974-75 CCR REGISTRANTS

The Board of Directors of the Cooperative College Registry, after considerable discussion and exploration over many months duration, has called on the members of the Corporation to vote for dissolution.

This decision was the outgrowth of a number of considerations:

a. Financial support for the operation is not sufficiently assured for the year ahead to honor commitments to staff and perform services to registrants and member institutions. Modest reserves exist to assure an honoring of all CCR commitments and an orderly closing of the operation.

b. There have been significant changes in the job market in higher education relevant to the purpose of CCR since its inception over twelve years ago.

c. The quests for foundation support for continuing CCR have been unproductive.

d. Exploration of possible merger with other associations has not been fruitful.

The Board of Directors has expressed feelings of sadness and joy regarding this decision -- sadness, because services which have been both useful and promising in higher education must come to an end -- joy, because we have found the courage to terminate a venure which appears to have run its course.

Let me assure you that the Cooperative College Registry will continue servicing the needs of both institutions and registrants through July 1975. Position listings will continue to be received and appropriate referrals on behalf of all candidates will be made promptly.

Charles U. Walker, Chairman
Board of Directors

You have received _____ referrals, the most recent on _____.
Please notify CCR if you are no longer a candidate for 1975.